

FINANCIAL TIMES

Emu and budgets

How to kill a good idea

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Berlin

Freespending days are over

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TOMORROW'S

Weekend FT

Dead men don't testify

World Business Newspaper

FRIDAY JANUARY 12 1996

BP to cut refining by 30% and take \$1.1bn charge

British Petroleum plans to sell two refineries and close another as part of changes that will reduce its worldwide refining capacity by 30 per cent. To cover the costs of selling the refineries at Lima in the US state of Ohio and at Lavera, France, and of closing part of the Netherco refinery in the Netherlands, BP will take a \$1.1bn charge in the fourth quarter of 1995. Page 21; Lex, Page 20; An exercise in self-help, Page 19

Italian government quits Prime minister Lamberto Dini's government resigned, launching Italy into a new period of political uncertainty. Page 20

Thatcher snubs UK premier Former British prime minister Margaret Thatcher snubbed a call by her successor John Major for unity among the ruling Conservative party to which they both belong. Page 20

Mahathir urges Malaysian export drive

Malaysia's deepening balance of payments deficit prompted prime minister Mahathir Mohamad to call yesterday for a fresh export drive. Low growth could make developing countries aid-dependent and prey to social instability, he told a Kuala Lumpur conference. Instead companies would be encouraged to tap foreign markets in an export drive aimed at maximising the benefit from economies of scale. Page 20

Lombro plans mining demerger UK-based mining and trading group Lombro is considering plans to split off its mining interests into a new quoted company valued at more than £1bn (\$1.65bn). Lombro annual profits were 40 per cent higher at £151m. Page 21; Lex, Page 20

Writs fly Guy Snowden, chairman of US lottery equipment company GTECH Corporation, issued a writ for defamation, against Richard Branson, chairman of UK retail to travel group Virgin, over an allegation of bribery made on TV. Page 6

Orange float date Digital mobile phone network Orange, owned by Hong Kong's Hutchison Whampoa and British Aerospace, is to be floated in London and New York in March provided world share prices hold up over the next few weeks. Page 21

Estonia wreck to be covered A consortium led by Sweden's NCC has been commissioned to cement over the wreck of the passenger ferry Estonia, which sank in the Baltic Sea with the loss of 852 lives in 1994. Relatives of victims protested at the Swedish government's decision not to salvage the ship.

Sick premier requests meeting Greece's 76-year-old prime minister Andreas Papandreu, who has been in hospital for seven weeks, has asked to see the president amid speculation that he intends to resign. Page 2

Polish shipbuilding loss Poland's shipbuilding industry made a net loss of about \$7m in 1995 despite strong orders. "The main reason... is their technological obsolescence after years of stagnation in infrastructure investment," Jerzy Doerfer, head of the industry's Ship-building Forum, said.

Crew rescued The 24 crew of a Greek-registered cargo ship which was sinking in the Atlantic off Newfoundland were rescued by a Canadian fisheries patrol boat.

Bank chiefs held Two vice-presidents of Banco Portugues do Atlantico, Portugal's biggest commercial bank, have been arrested on money laundering charges, the US Customs Service said. Antonio Delgado, 39, and Filipo Vaki, 57, are accused of using offshore banking facilities to launder funds from the bank's Wall Street branch.

Irian Jaya captives Pro-independence rebels in Indonesia's Irian Jaya were believed responsible for kidnapping 24 people - including four Britons, two Dutch people and one German - in a remote valley.

FT journalist freed Paul Adams, Financial Times Nigeria correspondent, was released on bail after being held since last Thursday in the oil city of Port Harcourt. He has been accused of possessing seditious material. Page 8

Hell's image updated Hell - the eternal destination of sinners according to Christian doctrine - is not a flaming pit peopled by demons and devils, the Church of England says. A new church report says it is a state of non-being.

STOCK MARKET INDICES

New York: Dow Jones Ind. 5,657.15 (+24.21)
NASDAQ Composite 1,006.42 (+15.21)
DAX 1,287.85 (-12.28)
FTSE 100 3,543.9 (-1.63)
Nikkei 20,377.92 (-234.4)

US LUNCHTIME RATES

Federal Funds 5.75%
3-month Treas. Bills 5.169%
Long Bond 6.159%

OTHER RATES

UK 3-year Interbank 6.75% (same)
10 yr Gilt 106.32 (same)
Germany 10 yr Bund 104.03 (103.95)
Japan 10 yr JGB 111.355 (111.355)

NORTH SEA OIL (August)

Brent 15 day Feb 577.50 (18.4)
Duk 22.97 (2.221)
Tolgo close 104.85

STOCK MARKET INDICES

Asahi 50.77 Greece DMO Meta LHO 65 Qatar OR19.00
Borisan Dan 12.50 Hong Kong HS20 Morocco MR16 S.Arabia SR12
Bulgaria BR17.5 Hungary FIC20 Nestl 4.75 Singapore SPS4.90
Canada CMT 20 Ireland IRT20 Nestl 4.75 Singapore SPS4.90
Cebu C17.20 India IRT20 Nestl 4.75 Singapore SPS4.90
Czech Rep. C17.20 India IRT20 Nestl 4.75 Singapore SPS4.90
Denmark D17.20 India IRT20 Nestl 4.75 Singapore SPS4.90
Egypt E17.20 India IRT20 Nestl 4.75 Singapore SPS4.90
France FR17.20 India IRT20 Nestl 4.75 Singapore SPS4.90
Germany GR17.20 India IRT20 Nestl 4.75 Singapore SPS4.90
Italy IT17.20 India IRT20 Nestl 4.75 Singapore SPS4.90
Japan JP17.20 India IRT20 Nestl 4.75 Singapore SPS4.90
Korea KR17.20 India IRT20 Nestl 4.75 Singapore SPS4.90
Malaysia ML17.20 India IRT20 Nestl 4.75 Singapore SPS4.90
Netherlands NL17.20 India IRT20 Nestl 4.75 Singapore SPS4.90
New Zealand NZ17.20 India IRT20 Nestl 4.75 Singapore SPS4.90
Norway NO17.20 India IRT20 Nestl 4.75 Singapore SPS4.90
Oman OM17.20 India IRT20 Nestl 4.75 Singapore SPS4.90
Pakistan PK17.20 India IRT20 Nestl 4.75 Singapore SPS4.90
Philippines PH17.20 India IRT20 Nestl 4.75 Singapore SPS4.90
Portugal PT17.20 India IRT20 Nestl 4.75 Singapore SPS4.90
Russia RU17.20 India IRT20 Nestl 4.75 Singapore SPS4.90
Singapore SG17.20 India IRT20 Nestl 4.75 Singapore SPS4.90
South Africa SA17.20 India IRT20 Nestl 4.75 Singapore SPS4.90
Spain SP17.20 India IRT20 Nestl 4.75 Singapore SPS4.90
Sweden SW17.20 India IRT20 Nestl 4.75 Singapore SPS4.90
Switzerland SZ17.20 India IRT20 Nestl 4.75 Singapore SPS4.90
Taiwan TW17.20 India IRT20 Nestl 4.75 Singapore SPS4.90
Thailand TH17.20 India IRT20 Nestl 4.75 Singapore SPS4.90
Turkey TR17.20 India IRT20 Nestl 4.75 Singapore SPS4.90
UK UK17.20 India IRT20 Nestl 4.75 Singapore SPS4.90
USA US17.20 India IRT20 Nestl 4.75 Singapore SPS4.90
Vietnam VN17.20 India IRT20 Nestl 4.75 Singapore SPS4.90

Recession worry looms ■ Economy fails to meet Emu deficit criteria

Fears as downturn hits Germany

By Wolfgang Münchau in Frankfurt

The German economy suffered a sharp downturn in the final quarter of 1995, according to official figures released yesterday, raising fears the country may be teetering on the brink of recession.

The weakening of the economy contributed to the country's failure to meet the budget deficit qualifying criteria for the single European currency by a surprisingly large margin last year.

Mr Günter Rexrodt, the German economics minister, said the economy might have contracted during the fourth quarter and forecast that Germany was going to remain in the doldrums during the current three-month period.

Mr Johann Hahnen, president

of the federal statistics office, yesterday put Germany's budget deficit at 3.6 per cent of economic output, 0.6 percentage points higher than the permitted ceiling under the Maastricht treaty.

The poor figures follow zero quarterly growth in the third quarter of last year. The FSO said it was unable to give exact figures on growth for the final quarter of last year, as not all the data had been gathered, but made clear the economy was weak.

The FSO reported the economy grew by only 1.9 per cent in 1995, with growth in western Germany at only 1.5 per cent. The poor performance of the economy was triggered by a strong fall in construction activity.

The budget deficit overshoot

indicates that Germany may find it harder to meet the single currency criteria by 1997 than has been widely assumed, and underlines the need for further domestic stability measures.

Mr Hahnen said the deficit rise was caused by a smaller than expected growth in government receipts. This amounts to a severe embarrassment to Mr Theo Waigel, finance minister, who has pressed hard for a regime of monetary and fiscal rigour for the future single cur-

rency zone. Mr Waigel admitted earlier this week Germany may have missed the criteria, but gave no inkling of the scale of the problem.

Several German economists yesterday revised downward their 1996 growth forecasts, after expressing bafflement at the steadily worsening figures.

The consensus was that yesterday's published annual figures imply a fall in fourth quarter GDP by between 1 and 2 per cent.

Mr Richard Reid, chief economist of UBS Germany, said: "From the middle of last year we can say that the economy has been going sideways and there is no indication that it is going to change. We have become a lot more pessimistic." For 1996, UBS

forecasts a 1.5 per cent growth rate.

Mr Klaus Friedrich, chief economist of Dresdner Bank, predicted an upswing from the spring, also forecasting 1.5 per cent growth. DIW, the Berlin-based economic institute, earlier this week revised its forecast down to only 1 per cent.

Most economists believe the current data suggest a mid-cycle pause in economic growth, rather than the end of the cycle itself.

Inflation figures also released yesterday by the FSO showed a rise in the consumer price index by an average of 1.8 per cent during last year.

The same rate applied for December, a statistical average of wide diverging figures between east and west.

Hashimoto chosen as Japan PM in shift to right

By William Dawkins in Tokyo

Japan moved to the right yesterday with the election as prime minister of Mr Ryutaro Hashimoto, president of the conservative Liberal Democratic party.

Mr Hashimoto, the first LDP prime minister since his party lost its 38-year grip on power in 1993, reshuffled the 21-seat cabinet, to produce a team he said would "work for a new Japan".

However, his comfortable victory in a parliamentary poll, with 283 votes to the 167 for Mr Ichiro Ozawa, leader of the opposition, elicited a lukewarm reception from Japanese businessmen and Asian neighbours.

Mr Hiro Ushio, chairman of the Association of Corporate Executives, said the new team was "not a full fledged administration", a reference to the choice of a socialist former teacher as finance minister.

Commentators in Malaysia and Singapore doubted Mr Hashimoto would bring a significant change in policy. The Chinese foreign ministry welcomed his election but hoped Japan would show a "clear understanding of history", a reference to Mr Hashimoto's opposition to a national apology for Japan's second world war record.

Mr Hashimoto distributed most of the top cabinet jobs to LDP heavyweights. The LDP holds 13 seats in the new line-up, the same as in the previous government, the Social Democratic party six and the small New Frontier party two.

The job of finance minister, politically dangerous at a time when the government is under fire for using public money for the liquidation of collapsed housing loan companies, went to Mr Wataru Kubo, deputy head of the SDP. He comes to the cabinet without ministerial experience, as did his party leader, Mr Tomiichi Murayama, who resigned as prime minister last week.

Mr Kubo is widely seen as a scapegoat for the housing loan bail-out. But he is also one of the few politicians with no past connection with the loan companies and has some financial experience as a member of the upper house of parliament's finance committee for the past five years.

He also led the SDP's attempt to scrap the introduction of sales tax in 1993, a qualification which may raise ironic smiles in his new ministry, which proposed the tax. "To stabilise the financial system is the most important political task. In particular, the disposal of bad loans at housing loan companies is crucial," he said last night. For other senior posts, Mr Hashimoto chose LDP politicians with strong cabinet

Continued on Page 20
Clash of the Shoguns, Page 4



Some 60 heads of state were among more than 1,500 people who filled Notre Dame cathedral in Paris for the memorial service for former President François Mitterrand, who died on Monday. Chancellor Helmut Kohl, his long-time ally, wiped back tears. Others present included Russia's Boris Yeltsin and Palestinian leader Yasser Arafat. Meerwijk, 250 miles south, Mr Mitterrand was being buried next to his parents in the village of Jarnac. Report, Page 2; Observer, Page 19. Picture: Reuters

Roche sacks three for using Internet to retrieve porn

By Ian Rodger in Zurich and Paul Taylor in London

Roche, the Swiss health products group, has summarily dismissed three laboratory assistants in its pharmaceuticals research department in Basle for using company time and computers to retrieve "cyberporn" from the Internet.

Roche's drastic action is the latest indication that big corporate users of the Internet fear prosecution for offences related to the dissemination of pornographic material.

At the moment, there is little or no internal control of the vast amount of material that is freely available to the estimated 35m computer users hooked up to the Internet.

Pornographic material is widely available via certain Usenet discussion groups and at various World Wide Web computer sites on the Internet, including those run by established soft porn magazines such as Playboy and Penthouse.

According to a Swiss business newspaper, Cash, the three sacked laboratory assistants devoted a large part of their work time over several months to retrieving pornographic material from the Internet and ignored a verbal warning to stop. It said several empty discs were found near their computers, suggesting they were copying and redistributing the material.

Two weeks ago, CompuServe, the consumer online information company which provides personal computer users with a

"gateway" to the Internet, blocked access to 200 Usenet groups after German prosecutors said the company might be infringing laws designed to shield children from sexually explicit material.

In Switzerland, Roche might risk prosecution under equal treatment legislation that requires employers to protect their employees from sexual harassment.

Growing concern about pornography and other offensive material on the Internet has led to calls for tighter regulation of cyberspace. The US Congress is about to debate the Communications Decency Act, which would impose severe fines on those who make pornographic material available on the Internet.

Roche would not confirm the sackings, citing its legal obligations to protect its personnel. It is understood that the three worked in a very small department, called Pharma Security and Environmental Protection, and so could easily be identified.

Under Swiss law, summary dismissal is permitted only when there are "serious grounds". According to Cash, the three intend to appeal. It is likely that Roche, which is about to begin celebrating its centenary, was reluctant to resort to the sackings.

A number of software packages such as "WinWatch" and "Net Nanny" have been developed which enable companies, parents and other users to monitor Internet usage and block access to obscene material.

Leaders' farewell for Mitterrand

Some 60 heads of state were among more than 1,500 people who filled Notre Dame cathedral in Paris for the memorial service for former President François Mitterrand, who died on Monday. Chancellor Helmut Kohl, his long-time ally, wiped back tears. Others present included Russia's Boris Yeltsin and Palestinian leader Yasser Arafat. Meerwijk, 250 miles south, Mr Mitterrand was being buried next to his parents in the village of Jarnac. Report, Page 2; Observer, Page 19. Picture: Reuters

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World stocks, Page 36

This announcement appears as a matter of record only

Total Financing of
£10,100,000
JOINT VENTURE
with
STAGECOACH HOLDINGS PLC

to acquire the privatised western bus operations of
Rodoviária de Lisboa

Structured, Led and Equity Underwritten by
Montagu Private Equity
Stagecoach Holdings Plc

Debt Facilities provided by
Banco Português de Atlântico
Banco Português de Investimento

Advisers
Arthur Andersen
Dibb Lupton Broomhead
Macfarlanes
Neville de Rougemont

MONTAGU PRIVATE EQUITY

The Venture Catalysts

Montagu Private Equity Limited
10 Lower Thames Street, London EC3R 6AE
Tel: 0171-260 9911 Fax: 0171-220 7265
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Amazon News	5	Letters	18	UK	22	Foreign Exchanges	27	London SE	32
World Trade News	6	Management	18	Int. Companies	22.28	Cash Markets	23	Wall Street	33.38
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Chechen leader vows to continue fight

By John Thornhill in Moscow

Mr Dzhokhar Dudayev, the rebel Chechen leader, has vowed his countrymen will continue to fight the Russians for as long as it takes to win full independence for the Caucasian region.

Gunmen seize more hostages as armed stand-off persists on border

The southern Russian town of Kizlyar, seized more hostages in the nearby village of Pervomaiskaya and continued to defy Russian security forces.

Mr Alexander Lebed, the popular former army commander and newly-elected MP, yesterday condemned the government for its policy towards Chechnya as he declared he would bid for the presidency.

rebels, said ministers had failed to learn the lessons of last June when Chechen rebels launched a similar terrorist raid on Budennovsk.

The Interfax news agency reported yesterday that Mr Andrei Nikolayev, head of Russia's border guards, had offered to resign over the failure of security forces to prevent the Chechen raid on Kizlyar.

press service yesterday published a letter from the leaders of eight regions in the northern Caucasus calling on Russia to restore order in the region suggesting military action may soon be stepped up.

Chemicals stocks problem set to ease

By Gillian Tett in London

The problem of excessive stocks which has been damaging the European chemicals industry is almost at an end, the industry said yesterday.

Consequently, western Europe is likely to see some rise in production this year, according to forecasts from the UK Chemical Industries Association.

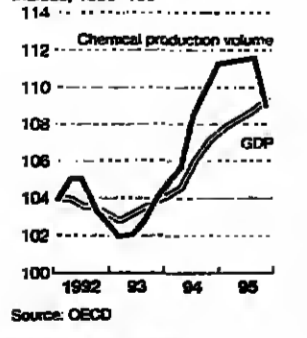
Rapid destocking by companies in sectors such as chemicals is thought to have been a key factor in depressing European manufacturing growth at the end of 1995.

Some economists believe the process of destocking will continue across industry, meaning that the weak pattern of growth will stretch into 1996.

Overall, chemical prices are forecast to rise by only 0.5 per cent this year. This level is well down on the 7.5 per cent seen over 1995, but follows a sharp fall in prices in the final months of last year.

Nevertheless, these overall figures conceal some striking differences between countries over the past year.

This was in marked contrast to Italy, where overseas sales grew from 9 per cent in 1994 to 11 per cent in 1995.



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While officials in Bonn are quick to point out that the agency will develop only gradually, progress will be watched carefully by defence ministries across the Union.



Danielle Mitterrand (left), the late president's widow, at Jarnac yesterday with son Jean Christophe. With them is Mr Mitterrand's mistress Anne Pingeot and their daughter Mazarine.

World leaders gather to bid Mitterrand farewell

By Andrew Jack in Paris

Some 60 heads of state were among more than 1,500 people who packed Notre Dame cathedral in Paris yesterday for the memorial service for former President Francois Mitterrand, who died on Monday.

Chancellor Helmut Kohl, his friend and long-term ally, wiped back tears. Others present alongside President Jacques Chirac included Russia's Boris Yeltsin, Cuba's Fidel Castro, Palestinian leader Yasser Arafat, and from the UK Prince Charles and John Major, the prime minister.

Presidents Jacques Chirac and Boris Yeltsin - in Paris for Mr Francois Mitterrand's memorial service - agreed yesterday that their prime ministers would meet twice a year to boost economic co-operation.

On Wednesday evening, the French Socialist party organised a huge gathering at Bastille, symbol of the French revolution and rallying point after Mr Mitterrand came to power in 1981.

That day's news broadcasts and the following day's newspapers were full of lengthy obituaries and assessments, which tended to play down substantially the more negative aspects of his record.

On Wednesday evening, the French Socialist party organised a huge gathering at Bastille, symbol of the French revolution and rallying point after Mr Mitterrand came to power in 1981.

But Mr Mitterrand's death was far from a national obsession. The privately owned television channel M6, reported a huge surge in viewing figures on Monday night when it showed an adventure film instead of lengthy news and analysis on the former president broadcast by its rivals.

Vehicle makers see 3% growth

By John Griffiths

Western Europe's new car market is predicted to grow by about 3 per cent this year, after a disappointing 0.5 per cent in 1995 - well below industry expectations.

High and increasing unemployment in Europe, weak economic growth and high debt levels in many countries, together with social tensions, were all blamed yesterday by the European Automobile Manufacturers Association (ACEA) for the poor performance.

It said new car registrations last year totalled 12,006,800, compared with 11,938,000 the previous year and an early-1990s peak of 13.5m.

The ACEA statistics added to manufacturers' gloom by revealing a steep downturn in December, when registrations fell by 7.7 per cent compared with a year earlier.

However, Japanese manufacturers saw sales slip throughout the year, making tough negotiations likely between Tokyo and Brussels at the regular biannual meetings on European market access for the Japanese industry.

ACEA spokesman, said in Brussels yesterday.

The figures showed year-on-year sales falling last month in 19 of the 16 countries monitored.

A strong performance by Volkswagen, now feeling the benefit of its investments in SEAT of Spain and Skoda in the Czech Republic, enabled it to consolidate its market leadership with a 15.8 per cent share, more than three percentage points clear of General Motors.

PSA Peugeot Citroen was a distant third but should gain a substantial boost this year from its new 406 medium saloon.

Flat, in fifth place, is also showing signs of sustained recovery, with a 3.8 per cent rise in sales last year, including a 25 per cent jump for its Alfa-Romeo subsidiary.

WEST EUROPEAN NEW CAR REGISTRATIONS			
January-December 1995			
	Volume (Units)	Volume Change (%)	Share (%)
			Jan-Dec 95
TOTAL MARKET	12,006,800	+0.6	100.0
MANUFACTURERS:			
- Volkswagen group	2,013,454	+6.6	16.8
- Audi	1,280,819	+5.2	10.7
- Seat	375,942	+2.2	3.1
- Skoda	292,293	-2.9	2.4
- General Motors	1,410,410	+11.5	11.7
- Opel/Vauxhall	1,574,528	+1.0	13.1
- Saab	1,504,515	+1.0	12.5
- PSA Peugeot Citroen	57,556	+10.4	0.5
- Peugeot	1,440,843	-8.8	12.0
- Citroen	861,788	-6.4	7.2
- Ford group	1,428,888	+0.8	11.9
- Ford	1,410,811	+0.5	11.8
- Jaguar	15,062	+3.2	0.1
- Fiat group*	1,284,947	+3.3	11.4
- Fiat	1,043,511	+1.7	8.7
- Lancia	162,370	-0.7	1.4
- Alfa Romeo	127,251	+23.4	1.1
- Renault	1,238,580	-0.4	10.3
- BMW group	761,554	-2.0	6.3
- BMW	391,814	+1.0	3.3
- Rover	369,740	-5.0	3.1
- Mercedes-Benz	492,999	+3.4	4.1
- Volvo	217,891	+8.6	1.8
- Nissan	367,411	-5.2	3.1
- Toyota	303,743	-2.9	2.5
- Honda	178,159	+4.8	1.5
- Mazda	152,124	-7.7	1.3
- Mitsubishi	127,790	+7.5	1.1
- Total Japanese	1,278,254	-1.8	10.6
- Total Korean	178,949	+88.5	1.5
MARKETS:			
- Germany	3,328,200	+3.6	27.7
- United Kingdom	1,945,400	+1.8	16.2
- France	1,630,520	-2.1	13.5
- Italy	1,704,900	+2.0	14.2
- Spain	824,800	-9.3	6.9

*UK holds 60.3 per cent and management control of Skoda. Includes cars exported from UK and sold in western Europe. **UK holds 50 per cent and management control of Saab Automobile. *The group includes Lancia, Alfa Romeo, Innocent, Ferrari and Maserati. Source: ACEA (European Automobile Manufacturers Association) estimates. Figures are rounded.

EUROPEAN NEWS DIGEST

Papandreou to see president

Greek prime minister Andreas Papandreou has asked Greece's president to visit him in hospital but has given no indication of wanting to resign.

Mr Papandreou's wife, Dimitra, relayed the request after the governing Socialist comfortably defeated a censure motion in parliament.

Mr Papandreou, whose lung and kidney problems are still critical, is expected to meet President Costis Stefanopoulos in the next few days. Analysts speculated that Mr Papandreou would try to avoid being forced out of office by asking for a presidential decree appointing a temporary prime minister to take over his duties for the next few months.

President Stefanopoulos, who has no executive powers, has avoided taking sides in the dispute over replacing Mr Papandreou. A former conservative cabinet minister, he was the Socialist's choice for head of state but does not have close ties with the prime minister.

Pension funds look abroad

European pension funds appointed roughly twice as many foreign investment managers last year as they did the year before, according to a study by investment consultants William M Mercer.

Using data from 165 managers in 15 countries, the study found foreign managers were being selected for asset classes such as Japanese equities, global bonds and emerging markets securities in which continental European investors have had little expertise.

"We have been convinced that the instability of the investment management marketplace within Europe would have to change," said Ms Julia Hobart, principal with Mercer Investment Consulting. "In 1995 it made a significant leap forward in terms of opening up."

The survey also found a sharp rise in the number of investment managers who have significant operations in more than one country.

The rise follows significant cross-border merger and acquisition activity in the industry. Of the 165 managers covered, 77 are managing assets for European pension funds outside their home country. Of these, 83 are based in Europe and 25 are non-European and based mainly in the US.

*The European Pension Fund Managers Guide Vols I and II, 2600, William M Mercer Ltd, Telford House, 14 Tordhill Street, London SW1R 9NB. Tel. 0171-222-9121 ext 3214.

Public sector deal in Portugal

Portugal's public sector unions agreed yesterday to a 4.25 per cent wage increase in 1996 as part of what the new Socialist government said was a historic agreement.

The accord, expected to be used as a benchmark for private sector wage deals, is based on a government forecast of 3.5 per cent inflation this year, down from an expected 4.1 per cent in 1995. Unions had called for wage increases of 6.5-8 per cent at the start of several weeks of negotiations, against an initial government offer of 3.5 per cent.

A representative of the Communist-led Common Front, one of three public sector union federations, was delaying signing the agreement until it had consulted its members. But a representative said the accord, which includes pension increases of more than 5 per cent and substantial career structure reforms, was the broadest and best the unions had achieved for 20 years.

The deal is a boost for the government's plans to cut the budget deficit to about 4.2 per cent of gross domestic product in 1996 from 5.6 per cent last year in an effort to meet the European Union's convergence criteria for economic and monetary union. The 1996 budget proposals, delayed by an election last October, are due to be unveiled later this month.

Sweden's public prosecutor yesterday cleared Ms Mona Sahlin, the former deputy prime minister, of any crime in the row over her private use of government credit cards.

The affair wrecked Ms Sahlin's ambition to succeed Mr Ingvar Carlsson as prime minister this year. The prosecutor said no charges would be brought against Ms Sahlin - or another former junior minister who had been investigated for similar reasons - because she had clearly marked those private expenditures she had made as such on her government credit card bills. In the few cases where she had not done so, it was because of an innocent mistake.

The dropping of any case against her was a relief for Ms Sahlin, but it will not undo the damage the episode caused her hitherto unblemished political career. The revelations about her repeated private use of the cards - and her many delays in repayment - caused surprise among supporters of Sweden's Social Democratic party and forced her to abandon her campaign to succeed Mr Carlsson when he retires in March.

Mr Göran Persson, the finance minister, is to take over instead. Ms Sahlin has no immediate plans to return to the government.

Mr Peter Graf, father of German tennis star Steffi Graf, demanded payment in cash for her tournament winnings, a German Tennis Association (DTB) official told a panel probing her tax affairs.

DTB managing director Günter Sanders told a committee of the Baden-Württemberg state parliament that unusually high sums, up to several hundred thousand D-marks, were often handed over to Mr Graf or his advisers in cash or by cheque. He said payments to players in cash or by cheque were not unusual, but added the large payments of prize-money or appearance fees the Grafs collected in cash were rare.

Mr Graf, 57, has been in investigative custody in a Mannheim prison since last August as part of a tax-evasion investigation.

ECONOMIC WATCH

Spanish progress on jobs

Job placements in Spain reached a record 7.56m last year, 27 per cent up on 1994, but trade unions complained that too many new jobs were temporary and demanded measures to ensure more stable employment.

The number of job-seekers registering with the National Employment Institute fell 1.7 per cent in December to 2.38m, or 15.1 per cent of the workforce, compared with 15.4 per cent in November.

The figure was almost 180,000 less than at the end of 1994, with jobless rates coming down in industry, services, construction and agriculture. However, the Communist-led Workers' Commissions union pointed out that many out-of-work Spaniards failed to register. There remains a large discrepancy between the registered monthly figures and Spain's quarterly employment survey, which last showed a jobless rate of 22.7 per cent. Most experts believe the true figure lies somewhere between the two.

Thirty-nine per cent of the European Union's citizens believe the economic climate in their countries will deteriorate this year, a survey suggested yesterday. Polling by the European Commission in the last three months of 1995 showed that just 19 per cent expected things to get better. Sixty per cent of French people saw their economy sliding in 1996, compared with 14 per cent who had rising expectations. In Germany, 43 per cent said things would get worse, with 13 per cent expecting an improvement. In the UK, 30 per cent were pessimistic and 20 per cent optimistic.

صكنا من الله صلي

Bonn to cut red tape on investments

By Michael Lindemann in Bonn

The German government yesterday agreed a new law intended to halve the time taken for investments to be approved. The measure is one of several aimed at cutting red tape and making Germany more competitive with other European Union countries where such procedures take less than half as long.

Mr Günter Rexrodt, economics minister, said the environmental standards which govern industrial plants in Germany would not be lowered as a result, but that the new law would make approval procedures more flexible and quicker.

If an investor building a new chemical plant had assured himself that the emission levels would be lower than those at the existing plant, construction could begin immediately and the relevant authority would only have to be notified, Mr Rexrodt said.

The approval procedure could then be completed as the plant was being built, ensuring that construction did not have to wait until final approval had been given. Such approvals usually take seven months in Germany, whereas elsewhere in Europe they take only three months, Mr Rexrodt said. The new law still has to pass through parliament.

Among other steps to over-

haul a bloated bureaucracy and make Germany more attractive for foreign investors, the government wants to cut the size of the federal civil service by 1 per cent annually.

Mr Johannes Ludewig, a state secretary in the Economics Ministry who has overseen the new legislation, warned, however, that the various standards would not be lower as a result.

"The investor must decide whether he wants absolute security or whether time is a more important consideration for him. By opting for the new procedures he obviously takes certain risks," Mr Ludewig said.

While many investments by big companies are usually given priority by senior politicians, Mr Ludewig said the new law enabled smaller companies to convene a conference with all the relevant authorities involved in such industrial investments, and thereby speed up the approval procedure.

The opposition Social Democrats (SPD), who control the Bundestag, criticised the new procedures, saying they did nothing to make the "tangled" regulations in Germany any easier to understand.

"Because authorities cannot approve investments more quickly, the resulting risk now has to be shouldered by the investor," the SPD said.

Berlin debt is last debris of wall

By Judy Dempsey in Berlin

Berlin's conservative Christian Democrats (CDU) and the Social Democrats (SPD) have retreated to the elegant Japanese-German centre near the city's Tiergarten park in an attempt to put the final touches to a coalition agreement. At stake is a savings package for a city once lavishly subsidised but now running up a prohibitive budget deficit.

Negotiations have dragged on for more than three months since the elections last October when the CDU, with 37.4 per cent of the vote, invited the SPD, which won only 23.6 per cent support, to form a coalition for the second time.

The CDU wanted to keep out a left-wing alliance comprising the SPD, the Greens, and the former communist Party of Democratic Socialism, particularly since the CDU intends to be in power when the federal government moves from Bonn to Berlin by the end of the decade. But in turn, it had to convince the SPD to accept deep spending cuts to consolidate the capital's finances.

That is why, falling any last-minute hitch at the Tiergarten, the coalition's second term of office will be markedly different from its first stint in power-sharing. Then, back in 1990, Berliners were still euphoric about the dismantling of the Wall, the prospects of a united city and hopes of fast economic growth.

"It was an unbelievable time," said Mr Peter Kurth, the city's state secretary for the CDU-run finance committee. "We did not fully realise what unification meant. The city had to be integrated. Over the

The wall comes down, hopes rise, but new problems created



July 1990: Uprooted sections of the Berlin Wall lie in what was no-man's land

past 40 years, everything had been duplicated from the transport and gas systems to public administration, theatres, opera houses, art galleries and universities.

The coalition has slowly merged the city, first tackling the infrastructure through marrying the underground network and linking the electricity and gas grids. But Mr Dieter Vesper, public sector specialist at Berlin's DIW economic research institute, believes the city government has wasted time in consolidating its budget. Despite ample warning that subsidies and grants would be cut by 1995 "it slept", he said.

During the days of the cold war, more than half of (west) Berlin's total expenditure was financed by Bonn, with companies and Berliners enjoying lower taxes and benefits so as to keep west Berlin both as a viable city and capitalist showcase to the east. But these subsidies led to bad habits. "Put simply, there was no pressure to save," added Mr Vesper.

This year, the city government envisages expenditure of DM42.6bn (\$29.5bn) but expects

revenues of DM33.5bn. Its budget deficit will have risen to DM9.1bn compared with DM6.2bn in 1993 and DM3.1bn in 1991 when subsidies were still being poured in. Mr Kurth denies the city government wasted the past five years in terms of controlling expenditure. "Integrating the two parts of the city took more

time than we expected. And it cost more."

To complicate the process, the city government could hardly have foreseen the consequences of the policies of the Treuhänder privatisation agency - and unification itself would have on the jobs market in both parts of the city.

For example, in the eastern part of the city, only 33,000 of the original 180,000 industrial jobs exist today after the Treuhänder's decision to close many enterprises or restruc-

ture them. This pushed pre-unification zero unemployment to 12.4 per cent by last month.

Mr Kurth realises that revenues will continue to decline and unemployment to rise. Despite this, the CDU is determined to push through a savings programme of DM24bn spread over four years.

The scope for savings is considerable. Compared with the west German average of 23.3 public administration employees per 1,000 inhabitants, Berlin has 87.5. "We have 180,000 civil servants. But we have cut more than 25,000 jobs over the



Source: State Labour Office, Bonn

Over 40 years everything had been duplicated: transport, gas systems, public administration, the arts

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Split over Hungary's sell-off revenues

By Virginia Marsh in Budapest

The Hungarian privatisation minister, Mr Tamas Schemm, yesterday urged the country's Socialist-led government to use privatisation revenue to fund development projects to revitalise the economy rather than spending it almost exclusively on paying off state debt, as favoured by the Finance Ministry and the central bank.

Hungary last year raised Ft450bn (\$3.3bn) in privatisation revenues - far more than anticipated - after the privatisation agency pulled off several large deals late in the autumn.

Much to Mr Schemm's annoyance, parliament last month passed a private members' amendment to the state budget stipulating that excess funds from privatisation should be used to pay off the debt and that the Finance Ministry and central bank should decide on methods of repayment. At stake is a surplus of some Ft120bn - the amount left after the deduction of the Ft250bn allocated to the 1995 and 1996 budgets and the privatisation agency's expenses and debts of around Ft80bn.

Mr Gyula Horn, the prime minister, urged Socialist MPs to reject the amendment and give the government time to consider the matter. However, some 60 Socialists joined the Free Democrats, the liberal junior coalition partner, and opposition parties in passing the amendment.

Mr Lajos Bokros, finance minister and the main architect of last year's austerity package - widely believed to have been behind the amendment - has come out strongly in favour of repaying debt.

Mr Bokros, supported by the central bank, says the programmes favoured by Mr Schemm would be inflationary and that it is better to reduce Hungary's \$32bn debt burden.

Following protests from the party's left-wing and from the trade unions, Mr Horn agreed the government should review its options with a view to reaching a decision this month.

Italian minister defends increase in telephone tariffs

By Andrew Hill in Milan

The Italian government yesterday said it would not withdraw controversial decrees bringing Italy's telephone tariffs in line with other European Union countries.

But Mr Agostino Gambino, Italy's post and telecoms minister, promised Italian deputies he would consult trade unions and parliament before implementing the decrees.

The plan to increase charges for peak-rate local phone calls has triggered a row about public service tariffs in Italy, with the state railways and Alitalia, the state-controlled airline, also coming under fire from consumers after reports that they too were considering price increases.

A similar controversy is going on in Germany over Deutsche Telekom's attempts to alter tariffs.

It emerged yesterday that Mr Karel Van Miert, the European competition commissioner, had written to Mr Gambino before Christmas to remind him that Italy should "rebalance" its telephone tariffs to bring them in line with costs.

The Commission is concerned that telephone companies use high charges in certain areas - for example, international and long-distance calls - to subsidise other tariffs.

Potential competitors are deterred from entering segments of the market where the necessary investment does not guarantee a return," Mr Van Miert said in the letter, sent before the row over tariffs broke out.

EU countries are not obliged to rebalance their telephone tariffs under existing European law, although draft directives contain such an obligation. But Mr Van

Miert said in the letter that the approaching deadline of 1995 for full telecoms liberalisation made it necessary to start rebalancing tariffs immediately.

Mr Gambino explained to a parliamentary committee that consultations with unions would focus on the social impact of the tariff changes, which would involve an increase in local peak-rate tariffs and a decrease in the tariffs for

many long-distance and international calls. He added that the effect of the changes on inflation would be broadly neutral.

But the unions warned that Mr Gambino was "deluding himself" if he thought that they would simply ratify the decrees.

Implementation of the changes was frozen at the weekend after strong criticism from consumer groups, unions and politicians.

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Jet orders pull out of a five-year nosedive

Aerospace manufacturers have built up a bigger backlog of work and fewer aircraft are in desert storage, writes Michael Skapinker

A flurry of jet orders over the past few months has raised hopes that the aircraft manufacturing industry is emerging from its five-year slump.

This week Malaysia Airlines placed an order for 25 Boeing aircraft. Philippine Airlines said this month it planned to buy eight 747 jets from Boeing and 23 aircraft from Airbus Industrie, the European consortium.

These orders follow large sales of aircraft last year to such carriers as Sandia, the Saudi airline, Singapore Airlines and ValuJet, the US budget carrier. Boeing clinched the Singapore deal. McDonnell Douglas of the US won the ValuJet business and the two manufacturers shared the Saudi order.

The optimism should not be exaggerated. Boeing, the market leader, won 346 orders last year. But this compares with the 683 orders the US manufacturer received in 1989 and the 503 it collected in 1990. The industry is also rife with rumours of sharp price-discounting by both aircraft and engine manufacturers.

Year	Gross orders	Cancellations
1990	1,209	61
1991	478	137
1992	464	155
1993	488	400
1994	392	178
1995	747	103

Source: Aviation

order for 15 Boeing 777s and 10 Boeing 747-400s, for example, deliveries will begin next year and continue until 2001.

Aviation consultants Airclaims say manufacturers won net orders, after cancellations, of 644 aircraft last year - the highest number since 1990 and more than three times the number in 1994.

By contrast, the number of completed aircraft delivered to airlines last year was, at 487, the lowest since 1987. The low level of deliveries was partly the result of a strike at Boeing but also reflects the small number of orders placed between 1991 and 1994 and the high number of cancellations. Airclaims says that in 1993, for example, airlines placed 488 new orders and cancelled 400 old ones.

The increase in orders last year meant the industry's backlog of work grew by 157 aircraft to 2,031. Airclaims says. This compares with a fall in the backlog in the period 1991 to 1994. While last year's growth in the order backlog was small compared with 1990, when net orders exceeded

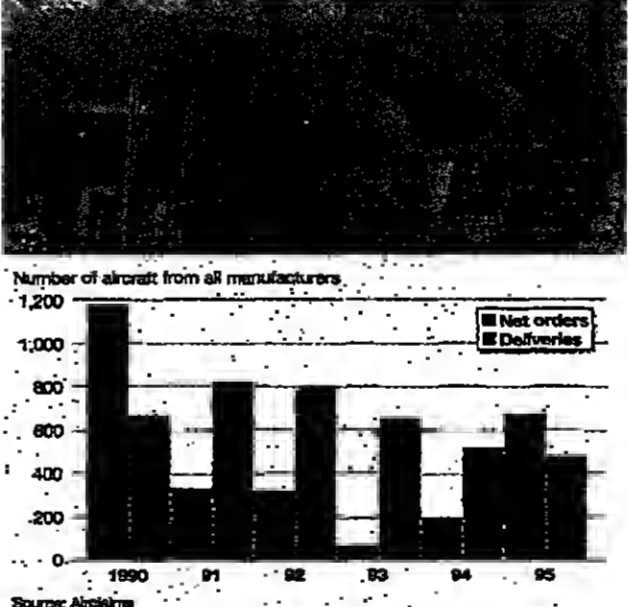
deliveries by 478, it is a start.

Mr Chris Avery, an analyst with Paribas Capital Markets, points to another promising trend for the industry: the fall in the number of aircraft stored, unused, in deserts. Mr Avery says that in the early 1990s, when the effect of the Gulf War and the worldwide recession began to be felt, there were more than 1,000 aircraft parked in deserts.

Although many of these were old, brand new aircraft were also being flown directly from manufacturers' factories to desert storage lots. In the past few years, he says, the number of aircraft in desert storage has fallen substantially as they have gone into service with airlines.

At the end of September 1995, there were 774 aircraft in desert storage. By the same time last year, the number had fallen to 582. Mr Avery says the fall in the number of aircraft stored in the desert has been particularly noticeable in the single-aisle category of jet, with many Airbus A320s and Boeing 737s returning to airline service.

World civil aircraft orders and deliveries



The recovery in aircraft orders is, however, uneven. While several Asian airlines have placed orders recently, US carriers are proving more cautious. Mr Ron Woodard, president of Boeing's commercial aircraft group, said that while he expected the Asian market to remain strong, US airlines' balance sheets were still weak for them to buy many aircraft. While US airlines' profits are growing, Mr Woodard thought strong growth in aircraft orders from these carriers would not take place for several years.

S Korean companies plan big investments in chips

By Paul Taylor

Three South Korean semiconductor manufacturers yesterday announced plans for substantial new investments, continuing the surge in capital spending by the world's leading chip makers.

LG Semicon, part of the LG Group, said it planned to increase capital investment to Won2,700bn (\$3.4bn) this year, up from Won2,000bn in 1995.

Hyundai Electronics Industries part of the Hyundai Group said its capital investment this year would be just over Won1,000bn almost unchanged from last year's, but analysts and industry sources said the final amount was likely to be closer to Won2,000bn.

Earlier, Samsung Electronics, announced plans to invest

Won2,800bn this year expanding production capacity, mainly for 16-megabit dynamic random access memory (D-Rams) chips, compared with Won1,800 in 1995.

The three companies are South Korea's largest chip-makers and Samsung is the world's largest manufacturer of D-Rams. Their investment plans defy predictions of a looming glut in world chip supply which have hit shares of Samsung, the only listed company of the big three.

All three companies said yesterday that they were optimistic about the electronics industry's future and described the recent fears as exaggerated.

"We are optimistic. There is still plenty of room for global chip demand to grow for a considerable period," said Samsung. Most industry analysts

agree, saying they see little evidence to back worries of oversupply. They also note that South Korean chip makers could make profits even if chip prices fall by as much as 20 per cent this year.

World semiconductor sales surged to \$155bn in 1995, up 40 per cent over the previous year, according to preliminary figures released earlier this week by Datagroup, the US market research group.

Strong demand from the personal computer industry is driving the growth. Analysts believe the global demand for memory chips will be further boosted by the spreading popularity of memory-bungy multimedia software that requires powerful personal computers, and by growing demand for semiconductor devices outside the electronics industry.

UK juice makers win EU orange tariff concession

By Deborah Hargreaves

The European Commission yesterday decided to extend tariff-free status to imports of orange Valencia oranges for flavour and quality which are normally imported from Spain.

The late Valencia oranges do not contain limonin, a substance found in the pips of other oranges which can make the squeezed juice bitter after about one hour.

However, these oranges are not available in Europe between December and April and have to be imported from such countries as Cuba, Jamaica and South Africa. Under the terms of the General Agreement on Tariffs and Trade deal, oranges imported from outside the EU are subject to tariffs.

Four processors which provide freshly squeezed juice in small bottles account for around 5 per cent of the overall UK market. They require late Valencia oranges for flavour and quality which are normally imported from Spain.

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"It seems this was a slip-up when the Gatt deal was done and the special needs of the industry were just left out," said Lord Plumb, leader of the Conservatives in the European Parliament. He warned that orange juice prices would rise by 20 per cent if tariffs were not removed.

Britain is the second largest consumer of orange juice - after Germany - in the EU. The 600m-litre market is worth around £900m of which about 50 per cent is long-life juice. The remainder is freshly squeezed juice from Florida, which is processed in a different way from the premium and of the market which uses Valencia oranges. There are very few other markets in the EU for packaged, freshly squeezed juice although a small part is sold in the Netherlands.

WORLD TRADE NEWS DIGEST

Vietnam trebles car import quota

Vietnam has more than trebled its annual quota for imports of cars, trucks and vans but has left that for motor cycles unchanged, the ministry of industry said yesterday. The sharp increase in the number of vehicle imports is likely to unsettle the 12 foreign manufacturers licensed to assemble and sell vehicles in the country's cramped market.

Hanoi will allow 20,000 four-wheel vehicles to be imported, up from 6,500 last year. Up to 350,000 motorcycles can be imported. The official did not say whether the total for four-wheeled vehicles consisted of finished items, partially assembled kits or both.

Foreign investors say the larger amount of completed vehicle imports, the more difficult this will make sales of locally assembled units. Production of German BMW saloons at a plant near Ho Chi Minh City, for example, has been as low as one vehicle a day for about the last six months due to sluggish demand.

However, foreign investors are equally concerned that if the quota is mostly for kits and parts, this will be too small to satisfy demand from companies assembling vehicles.

Hanoi says it expects total annual vehicle demand to reach 60,000 by the year 2000 against industry estimates of 10,000 sold last year. Industry analysts view this as unrealistic, given low Vietnamese incomes.

Jeremy Grant, Hanoi

Dutch ban leg-hold fur imports

The Netherlands said yesterday it had become the only member of the European Union to implement a 1991 directive banning the import of fur from animals caught in leg-hold traps.

The EU decided late last year to delay the ban - which was due to take effect on January 1 - for 12 months so efforts could continue to try to devise an international set of rules on animal-trapping standards. But the Dutch decided to press ahead with implementing the 1991 directive rather than wait.

Fur exporters from the US, Canada and Russia fiercely oppose the ban, which they argue runs counter to World Trade Organisation rules. The Dutch said they were satisfied the ban was legal. "The directive was agreed in 1991 and we're simply going ahead with it," the Dutch agricultural ministry said. Animal rights groups have condemned leg-traps as unnecessarily cruel.

Ronald van de Krol, Amsterdam.

Daewoo Electronics of South Korea is to build a 100m electronics plant in Brazil

Daewoo Electronics of South Korea is to build a 100m electronics plant in Brazil to make television sets, video cassette recorders and other goods, including washing machines and refrigerators.

Reuters, Seoul

Ansaldo Trasporti, the Italian state-controlled transport engineering group, and Union Switch & Signal, its US subsidiary, have won a 1.35bn (\$1.68bn) contract to supply signalling and automation systems for the new 2,500km Beijing-Kowloon railway.

Andrew Hill, Milan

ZF, the German vehicle parts group, has set up a joint venture with Guangxi Lianzhou Machinery, the Chinese wheeled loader and hydraulic excavator producer, for the manufacture of powershift transmissions and axles. The DM100m (\$70m) venture, in which ZF will have 51 per cent, will be located in Lianzhou and make parts for the Chinese partner's machines.

Andrew Baxter, London

Conoco of the US and two Canadian companies, Nova and Canadian Hunter, propose to develop a gasfield in the Burgos Basin in northern Mexico in co-operation with Pemex, the state oil and gas company.

Robert Gibbons, Montreal

NEWS: ASIA-PACIFIC

Win for Hashimoto lands him in power battle with ruthless strategist Ozawa

Japan stage set for clash of the Shoguns

By William Dawkins in Tokyo

Japan's new prime minister, Mr Ryutaro Hashimoto, turned pale and broke into a sweat under the stony gaze of his chief rival, Mr Ichiro Ozawa, in the Japanese parliament yesterday.

The tension between the two carried an important message. Japan's formerly fragmented politics was yesterday simplified into a straight duel between them and, for the first time in recent history, between two distinct sets of policies.

The nervousness of Mr Hashimoto, better known as a fearless international trade negotiator, is understandable. Victory in yesterday's parliamentary vote lands him in an open power battle with Mr Ozawa, recently elected president of the opposition New Frontier party, who has promised to stop at nothing to bring Mr Hashimoto down.

As the results were declared, an impassive Mr Ozawa, a ruthless political strategist, bowed towards his foe, with a slightly sinister smile. Previously, Japanese politics had more to do with personality battles of this kind than with policies, the domain of bureaucrats.

But now, economic analysts in Tokyo believe, the change of leader, from the ineffective Mr Tomiichi Murayama and his performance against the opposition, may bring more political influence to bear on government.

This is unlikely to prompt immediate change to the previous government's economic policies of low interest rates and high public spending. But the Hashimoto-Ozawa fight, and thus the importance of their ideas, will intensify as they move towards a general election, possibly in the next six months, as demanded by business lobbies, trade unions and the media.

A new single-seat parliamentary electoral system, to replace the old multi-seat system, adds to the pressure on politicians to woo support with ideas rather than patronage.

The two shoguns' ideas, outlined over the past month in Mr Hashimoto's policy accord with his coalition partners and Mr Ozawa's campaign for leadership of the opposition, differ most clearly on the economy.

Mr Hashimoto advocates classical Keynesian pump-priming prescriptions in line with LDP policy since the 1950s, while Mr Ozawa goes for a supply side policy, based on tax reform and economic deregulation.

On that basis, economic analysts at Salomon Brothers and J P Morgan in Tokyo believe that a long-lasting Hashimoto administration would mean continued caution on deregulation, with higher government borrowing a return to inflation and a consequent fall in bond prices. Yesterday's 1.1 per cent fall in Tokyo share prices was seen more as a reflection of Wall Street's price decline than as a judgment on Mr Hashimoto.

An Ozawa administration, by contrast, would go for faster deregulation, tax reform and tighter control over the budget deficit. That would reduce business costs, to the benefit of large, mostly quoted, companies able to increase profits at the expense of weaker competitors. It could also support bond prices.

Mr Hashimoto's policies are explained in his book, *A Vision of Japan: A Realistic Direction for the 21st Century*. There, he calls for a "substantial" increase in publicly-funded infrastructure spending over the next decade, to bring Japan's overcrowded roads and cities up to the same standard as other industrialised nations.

He is also, true to LDP tradition, a believer in only the gen-

JAPAN'S NEW CABINET LINEUP				
Position	Name	Age	Party	
Prime minister	Ryutaro Hashimoto	56	LDP	
Deputy PM, finance	Wataru Kubo	66	SDP	
Foreign	Yoshihiko Suga	58	LDP	
Trade and industry	Shunpei Yufekata	48	LDP	
Justice	Ritsuko Nagai*	62	Non-MP	
Construction	Eiichi Nakao	66	LDP	
Transport	Yoshiyuki Kamei	59	LDP	
Posts and telecoms	Ichiro Hino	61	SDP	
Labour	Takeshiyo Nagai	65	SDP	
Education	Mitsuo Okada	67	LDP	
Agriculture	Ichizo Ohara	71	LDP	
Health and welfare	Naoto Kan	49	NHP	
Home affairs	Hiroyuki Kurata	57	LDP	
Environment	Sukio Hatawa	63	SDP	
Chief cabinet sec	Seroku Koyama	69	LDP	
Management & co-ord	Sekiko Aoe Nakamichi	69	SDP	
Defence	Hideo Imai	57	LDP	
Science and technology	Hideo Nakagawa	51	LDP	
Economic planning	Shusei Tanaka	55	NHP	
Hokkaido and Okinawa	Saburo Okabe	69	LDP	
Land Agency	Kazumi Suzuki	66	SDP	

LDP = Liberal Democratic party, SDP = Social Democratic party, NHP = New Heisei party. *Ritsuko Nagai, justice minister, is not a member of the Diet and is the only woman in the cabinet. Source: Kyodo

erations of changes to the economic status quo. The ruling coalition's policy accord, achieved early this week, contains no reference to deregulation, seen as vital by Japan's leading companies as a means to reduce their high costs and stimulate medium-term growth, but feared by small businesses as a threat to their existence.

In his book, Mr Hashimoto voices concern about the initial loss of jobs that deregulation would bring, in line with the LDP's sensitivity to its powerful retailing and agricultural constituencies. He also stresses the rise in unemployment and loss of economic power risked by a rise in imports, echoing Mr Hashimoto's legendary toughness against foreign trade pressure.

Mr Ozawa's economic recipes are radical by contrast. However, his shortage of ministerial experience, with one cabinet post under his belt compared with Mr Hashimoto's

four, invites questions over his ability to carry out his programme if he were to win a general election.

Like Mr Hashimoto, the opposition leader believes in an increase in public spending, but only for five years, to provide jobs while economic deregulation is carried out, as explained in a manifesto for his election as NFP leader last month.

Mr Ozawa's policy plan calls for a tax system overhaul, to stimulate consumption and increase the share of tax revenues derived from indirect levies, needed to compensate for the erosion of the income tax base by a fast-aging demographic profile.

The top income tax rate should be halved to 25 per cent and the corporate tax rate cut by five percentage points to 45 per cent, Mr Ozawa suggests.

This would be funded by a rise in sales tax from the present 3 per cent to 10 per cent 10 years after the completion of



Ryutaro Hashimoto is chosen as Japan's prime minister

his public spending programme.

Mr Hashimoto also supports a rise in sales tax, but no more than that already planned, up by two percentage points to 5 per cent from April 1997.

Most people are betting that the LDP's policies will prevail for the time being. While a general election may not be many months away, the LDP leads the opposition in the opinion polls, by 43 per cent to the NFP's 19 per cent, according to a newspaper survey just before Christmas.

Mr Ozawa will have to wreak

fearful damage on Mr Hashimoto, as he plans to do by exposing the new prime minister's part in the unpopular use of public money for the liquidation of collapsed housing loan companies, if he is to close the gap.

But whatever the outcome, the Hashimoto-Ozawa battle will be the dominant theme of Japanese politics for the foreseeable future. The chaotic conditions that succeeded the LDP's fall from power two-and-a-half years ago - precipitated by Mr Ozawa - are now giving way to clearer two-way debate.

New premier may put LDP's return to power imprint on US links

leaves voters bewildered

By Jurek Marin in Washington

The relationship with Japan may be the most important in the US foreign policy firmament, but a long line of Japanese prime ministers in the last 35 years has rarely placed much of an imprint on it.

The tough positions that Mr Ryutaro Hashimoto, as minister for international trade and industry, took in car trade talks with the US last year has suggested to some on both sides of the Pacific he may prove an exception.

But US policymakers, who have had to deal with no fewer than eight prime ministers in the past eight years, are more impressed by his political lineage inside the Liberal Democratic party, traditionally associated with strong ties with Washington.

Mr Walter Mondale, ambassador in Tokyo, said on US television on Wednesday that

Mr Hashimoto is "tough and speaks up for Japan, but is a strong friend of the US relationship; when he makes a bargain he lives up to it".

The new prime minister might be of a new generation of Japanese politicians but was also "an old hand", with 23 years' service in the Diet. The same characteristics applied to Mr Hashimoto's great political rival, Mr Ichiro Ozawa, now opposition leader but also from the LDP school of politics.

Comparisons are freely made in Washington between Mr Hashimoto and Mr Yasuhiro Nakasone, prime minister in 1982-87, both relatively outspoken by traditional Japanese political standards and both as a result, far from popular with their domestic political peers.

The US sees Mr Nakasone's merit as that he tried to put Japan on the international

political map, invariably in support of US interests and policies. Similarly, Mr Hashimoto, when finance minister in 1991, took an initiative welcomed in Washington in obtaining approval for the \$9bn Japanese contribution to help underwrite Gulf War costs.

Mr Nakasone was also receptive to US pressure to open the Japanese market, but not always successful in implementing change. The same hope attaches to Mr Hashimoto, but with the realisation that his main challenge, reinvigorating the Japanese economy, is different.

Mr Hashimoto heads a government whose natural order has been restored with the departure of Mr Tomiichi Murayama, the socialist leader dependent on his party's old adversary, the LDP. Recent weak coalition governments in Tokyo have irritated the US.

By Michio Nakamoto in Tokyo

Like an irritant that refuses to go away, Japan's Liberal Democratic party resurfaced in the top seat of government yesterday as a bewildered Japanese public asked itself how it had all happened.

Just two-and-a-half years ago, the LDP, which had governed Japan uninterrupted for nearly four decades, had been voted out by a disgruntled electorate and replaced with a coalition united only in its opposition to the Liberal Democrats.

It was an historic event that seemed to usher in a new era in Japanese politics.

In the summer of 1993, following the defection of dozens of disaffected members and finding itself in opposition for the first time in 38 years, the LDP was pronounced in the throes of extinction. "A bloated organisation is falling down

with a crash," wrote *Asa*, a widely-read weekly magazine.

Mr Kaoru Yosano, an LDP parliamentarian, noted at the time that his colleagues were worried that by the time they start to think about becoming ministers, "the LDP may already have ceased to exist".

Rejection of the LDP at the ballot box was greeted as an unambiguous sign that voters wanted change. Fed up with factional struggles and the backroom deals that marked the LDP, the public believed that by voting for a new set of liberal conservatives they were ushering in an age of open, responsible government in which policy really mattered.

Never mind that the new conservatives were LDP defectors, they were younger and assumed a modern and more straightforward style.

Meanwhile, the LDP, discredited by the media as an anachronism, dejected but

determined to return to power, went through an agonised period of soul-searching.

It was not allowed much time for self-examination. Before any transformation of old-style LDP politics could begin, the party found itself back in power in an improbable coalition with its long-time opponent, the Social Democratic party.

What is more, the socialists' willingness to throw to the winds everything they stood for and embrace the Liberal Democratic agenda gave the LDP a perfect chance to reassert itself with a vengeance. The rise of Mr Ryutaro Hashimoto to be LDP prime minister brings the party full circle.

Yet, the return of the LDP was a result of circumstance rather than public choice, and resigned as they are to politics as usual, many Japanese cannot shake off a nagging feeling that they have been duped.



Malcolm Rifkind visiting the Great Wall of China yesterday

Rifkind hails Beijing meetings

By Tony Walker in Beijing and Bruce Clark in London

Mr Malcolm Rifkind, UK foreign secretary, yesterday hailed as "very positive" his three days of talks in Beijing with Chinese leaders, including a meeting with President Jiang Zemin.

But sharp differences remain over such issues as China's plan to dissolve Hong Kong's legislative council after Beijing takes over the territory in 1997. The two sides are also at odds over Governor Chris Patten's role in the transition.

Mr Rifkind said yesterday that despite differences, his meetings with Chinese officials had helped set the stage for a further improvement in Sino-British relations, particularly over Hong Kong. "There is a desire on both sides to look to the future rather than look back," he said.

In a speech in Edinburgh today, devoted to UK relations with East Asia, Mr Rifkind will commit himself to a "firm and sustained dialogue" with Bei-

jing over humanitarian issues, which would stress the desire of many countries for substantial improvements in China's human rights record.

But he will also stress the huge potential importance of commercial links with China, and welcome the fact that during his visit, Chinese leaders went out of their way to assure him of their commitment to Hong Kong's autonomy.

China has said the territory's Legislative Council will cease to exist after the 1997 takeover. It has also refused to talk to Mr Patten since he unveiled proposals in 1992 to extend the democratic privileges of Hong Kong citizens.

Mr Rifkind said he was satisfied with his discussions on such vexed issues as the further expansion of Hong Kong's port.

China had delayed approval for the construction of extra container facilities because of its objection to the involvement of Jardine Matheson, the trading company which has backed Mr Patten's democratic

reforms.

Mr Rifkind said companies engaged in the project were reviewing the composition of the consortium formed to build Container Terminal 9, but he would not be drawn on details.

The foreign secretary received a sharp rebuff over his request that China reconsider its decision to disband the 80-seat LegCo. Mr Chen Jian, China's foreign ministry spokesman, said the decision was "non-negotiable".

He also appeared to discount the possibility of a renewed dialogue with Mr Patten, saying: "The return of Hong Kong is a matter for the Chinese and British governments; parties involved in any talks should be China and Britain."

President Jiang Zemin assured Mr Rifkind that China would grant Hong Kong a "high degree of autonomy". "We are full of confidence about the long-term prosperity and stability of Hong Kong," he declared.

In today's speech, the foreign secretary will underline the

Role in home loan crisis set to haunt PM

By Gerard Baker in Tokyo

The first and toughest challenge for Mr Ryutaro Hashimoto, Japan's new prime minister, is to persuade a hostile public and a sceptical parliament to endorse the government's plan, announced last month, to spend ¥685bn (£4.2bn) on bailing out the country's bankrupt housing loan companies.

His task will be further complicated by opposition attempts to blame him personally for his involvement in the circumstances that led to the collapse of those companies under a pile of non-performing loans.

The government has said those in office who failed to prevent the *jusen*, as the mortgage lenders are called, from piling up their bad loans in the first place will be pursued and forced to take responsibility. Some of that blame seems certain to come uncomfortably close to the prime minister's door.

The allegations against Mr Hashimoto stem from his time as finance minister between 1989 and 1991. When he took office the "bubble" economy was nearing its peak, with land and equity prices soaring. Though most Japanese had enjoyed the sense of prosperity it had given them, some officials in the finance ministry and the Bank of Japan, the central bank, were starting to express open concern. In the face of protests by Mr Hashimoto, the bank raised interest rates in December 1989.

The principal worry was about the explosion of use of public money for the liquidation of collapsed housing loan companies, if he is to close the gap.

But whatever the outcome, the Hashimoto-Ozawa battle will be the dominant theme of Japanese politics for the foreseeable future. The chaotic conditions that succeeded the LDP's fall from power two-and-a-half years ago - precipitated by Mr Ozawa - are now giving way to clearer two-way debate.

Mr Hashimoto's defenders will argue that his responsibility is no greater than those of other finance ministers. Several before him have been attacked for allowing the bubble economy to inflate, and his predecessors failed to tackle the *jusen* issue effectively until it was too late.

Other ministries will also come under fire for their failure to deal with the problem, most notably the agriculture ministry, which failed to stop the farmers' co-operatives leading to the *jusen* after other financial institutions had desisted.

But the difference is that the instruction did not apply to all categories of lender. The most notable and most surprising omission was the *jusen*. The companies had been established by the banks in the early 1970s as vehicles for lending in the growing housing market. By the mid-1980s they were deeply embroiled in speculative lending.

The failure to include them in the ministry's instruction was a serious error. In the following year, while banks were cooling off their own lending to the property market, the *jusen* kept adding fuel to the flames. Their lending

increased in 1990 alone by 22 per cent, or another ¥2,100bn. In less than three years their total exposure to the property market had doubled.

The finance ministry argues that it had implicitly included the *jusen* in the instruction because, in issuing guidance to the banks, it had also told them to curtail lending through their subsidiaries. But ministry officials acknowledge that the instruction could have been more explicit.

In fact the suspicion is that the *jusen* were simply used by some of the banks to continue the risky lending as a way round the ministry's strictures.

Whatever was intended, in that period, the seeds of the *jusen* collapses were well sown. Land prices began falling in 1991 and financial institutions' bad debts began to pile up - most heavily on the *jusen*.

It is also damaging for Mr Hashimoto that still no serious attempt was made to address the problem until after he had left office. It was

Some blame for the loans crisis seems certain to come close to the premier's door

not until November of that year, two months after Mr Hashimoto's resignation to take responsibility for a series of stock market and banking scandals, that the first real attempt to reconstruct the sagging companies was implemented.

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Australian jobless figures dent interest rate hopes

By Nikki Taft in Sydney

Prospects of an early interest rate cut in Australia receded yesterday after December employment data showed the country's jobless rate fell to 8.1 per cent from 8.6 per cent in the previous month. This is the lowest level enjoyed by Australia since December 1990, and the fall in the number of

unemployed (52,000) was the largest on record.

The estimate of total employment rose by 4,900 during the month, following a 112,100 increase in November. The labour market improvement was much stronger than private-sector economists had been forecasting. Many had expected a fall of around 50,000 jobs.

"Together with recent relatively buoyant indicators of domestic demand, [the data] suggests economic conditions in Australia are stronger than previously expected," Societe Generale Australia said. The sharp drop is a plus for the federal government, which must go to polls in the first half of this year. Although some forecasters warned about statistical

aberrations and suggested that the unemployment rate would probably rise slightly in the next couple of months, yesterday's jobs numbers were generally seen as an indication of a stronger-than-expected economy. Ministers were quick to seize on the numbers. "This unemployment rate... confirms the strength of the government policies over the last

three years, where we've now seen 740,000 jobs created and our election commitment was for 500,000 jobs," said Mr Simon Crean, federal employment minister. However, economists generally concurred that any chance of a pre-election interest rate cut - which would be popular among mortgage-paying voters - had now virtually disappeared.

ASIA-PACIFIC NEWS DIGEST

Singapore push for 'first league'

Singapore yesterday outlined plans to pursue an aggressive regional investment programme as part of a broader strategy to join the "first league" of developed nations by the year 2000. The city-state, officially classified as a developed country this month, maintained its ranking as the fifth highest investor in China last year, and was second in Thailand and Burma.

According to figures released by the Economic Development Board (EDB), the agency overseeing the "regionalisation" thrust, approved Singapore investments in China totalled US\$1.6bn in the six months to last June. Singapore has jumped to the eighth largest investor in India, with \$90m in investments in the same period, the EDB said. The EDB was poised for more co-investments with multinational companies in the region this year, while continuing to assist outward-bound home-grown companies through tax incentives, capital infusions and investment guarantee schemes. Mr Chua Tak Him, director of international business development, said the regionalisation efforts were growing in tandem with domestic investments. Allaying earlier fears that the outflow of capital would result in "hollowing out" of the local economy. *Reuter, Singapore*

HK 'has greater freedom'

Citizens of Hong Kong have greater freedom to engage in economic activities than the citizens of any other country, according to a study by 11 free-market think tanks around the world. The study involved compiling an index of economic freedom from 17 components. These include the ability to hold foreign currency, capital mobility, marginal tax rates, inflation variability and the extent of subsidies and transfer payments. After Hong Kong, the next most "free" countries are New Zealand, Singapore, the US, Switzerland and the UK, based on the average value of their freedom indices between 1993 and 1995. The least free are Somalia, Zaire, Iran and Algeria. The authors argue that those countries which rank highly in terms of economic freedom tend to enjoy stronger economic growth than those further down the scale. The study also shows the average index for economic freedom across the world has risen in recent years. *Robert Crotte, Economics Editor, Institute Economic Affairs, 2 Lord North St, London SW1*

صكزا من الاصل

São Paulo's top bank reverts to state control

By Angus Foster in São Paulo

The Brazilian state of São Paulo yesterday won the right to take back control of its largest bank, Banespa, after the central government gave up hopes of seeing the troubled institution privatised.

Banespa, which has been under central bank administration since December 1994 because of liquidity problems, will revert to state government control once a complex restructuring programme is approved by the federal and state legislatures. Approval could take a couple of months to finalise but is expected to be granted.

São Paulo's Governor Mário Covas, a close ally of President Fernando Henrique Cardoso, said the agreement was "the best solution to a number of problems" related to the bank. Mr Covas had refused to bow to demands to sell the bank, claiming it remained viable in the public sector.

But private sector bankers were unhappy with the accord, believing the links between politicians and state banks continue to threaten the banking system's health. The agreement, which represented a defeat for the central bank, also triggered rumors of dissatisfaction among its senior directors.

Under the agreement, São Paulo will swap about half the Reals 15.1bn (\$15.6bn) debt it owes to Banespa for new federal debt issued by the national treasury, which carries a longer maturity and lower interest rates. The other half will be paid off with money raised from transferring three airports and São Paulo's railway system to the federal government. São Paulo will also assume part of Banespa's pension liabilities.

São Paulo will offer 51 per cent of Banespa's shares and the state's value added tax receipts as guarantees for the federal debt. The state must also install and maintain professional management in the bank and streamline it to compete with the private sector.

For example, Banespa is widely viewed as being over-staffed, partly with political appointees, and having an excessive branch network. Mr Covas admitted the agreement could not prevent his successor using the bank for political ends, as happened with his two predecessors, which triggered many of the bank's problems. "That's democracy. If people make the wrong choice at elections, they pay," he said.

Private sector bankers are dismayed at the decision

The cost of the deal to São Paulo will be about R\$63m a month in the first year. This includes about R\$40m of interest and debt costs on the newly issued federal debt, and about R\$23m in assumed pension liabilities. The debt cost will rise over the period of the 30-year paper to reach R\$50m a month in the final year.

São Paulo will receive R\$3.6bn immediately from the transfer of its railway system, known as Fepasa, although this total is subject to review. The central government is preparing the rest of the country's rail network for privatisation and believes it can sell Fepasa more effectively. However, the network is a heavy loss-maker and will take time to prepare for sale.



Clearing up in Manhattan (left) after heavy snow storms wreaked havoc across the eastern US

Blizzards in US could cost insurers less than \$1bn

By Ralph Atkins, Insurance Correspondent

Blizzards which have paralysed large parts of the US in recent days may cost insurers less than \$1bn, according to preliminary estimates by industry experts.

The snow storms have been blamed for at least 100 deaths and forced most schools and businesses in affected areas to remain closed until Tuesday, paralysing airports, trains, buses and cars.

Mr Jim Welsh, senior claim consultant at Property Claims Services, the US insurance information organisation, said

yesterday that the severe weather was likely to amount to "a moderate level catastrophe" for insurers, provided there is no fresh outbreak of blizzards on a bigger scale.

Although accurate figures would not become available for some weeks, Mr Welsh said insured losses were likely to be lower than those caused by violent snowstorms in 1993 which hit 20 states and cost \$1.5bn.

Losses are likely to have been moderated because the snow has been light and powdery, resulting in less damage than is caused by heavy, wet

snow. The 1993 storms, which ranked as the US's fifth most costly catastrophe, were also accompanied by high winds and coastal flooding.

Nevertheless, some 17 states from Indiana to the US east coast and north to New England have been badly hit by snow storms this month. Damage has been caused by collapsed roofs and burst pipes. More detailed estimates are expected from PCS next week.

The relatively light losses will be spread across a number of insurers in the US and overseas, including in the UK, limiting the overall burden borne by individual groups.

Many federal government workers returned to work through Washington's slush-filled streets yesterday after a three-day snow-enforced absence prolonged the three-week politically inspired partial government shutdown.

The capital's subway system operated shortened trains, with a third of carriages reportedly still being dug out of snow-buried yards.

Philadelphia schools were closed for the fourth consecutive day yesterday and most Boston schools were still closed. Weather forecasters warned that more snow appeared to be on the way.

Fresh blow to Argentina's ruling party

By David Pilling in Buenos Aires

Argentina's governing Peronist party received a fresh blow yesterday when the high-profile and popular Mr Gustavo Beliz, former interior minister under President Carlos Menem, quit the party.

Mr Beliz, for several weeks involved in a bitter public argument with Peronist officials over the party's selection of a candidate for mayoral elections in the federal capital of Buenos Aires, said he would not join another political group but would seek to rally independent supporters.

Mr Beliz, a close ally of Mr Domingo Cavallo, economy minister, was blocked by the traditional wing of the Peronist party from becoming its mayoral candidate. Mr Beliz's support for Mr Cavallo and his often truculent attacks against corruption lost him favour with many of the Peronist old guard who are suspicious of the neo-liberal policies being orchestrated by the economy ministry.

The position of Buenos Aires mayor to be elected by popular vote for the first time, will be one of the most powerful in the country.

Speculation had been rife that Mr Beliz would join the Frepaso centre-left alliance, whose two main leaders Mr José Octavio Bordabé and Mr Carlos "Chucho" Alvarez are also Peronist defectors. But his transfer to the alliance was effectively stopped by Mr Alvarez, who said Mr Beliz could not become Frepaso's mayoral candidate either.

Mr Beliz had little option but to leave the Peronist party, whose control of political institutions is almost unchallenged, after he launched a fierce attack against Mr Menem for failing to co-opt mayoral elections in 1995 as foreseen in the new constitution. He accused the Peronists, who are not likely to win the mayoralship in the middle-class-dominated federal capital, of deliberately stalling the electoral process and of cheating the population of its constitutional rights.

Mr Eduardo Bauzá, cabinet chief, said Mr Beliz's departure would not affect the Peronist party. But Mr Beliz's parting words, indicating that he did not want a country run by corrupt officials and drug traffickers, are likely further to stully the already tarnished image of the governing party.

Governor's package includes a 15% cut in personal and business taxes for Californians

Wilson woos voters with budget sweetener

By Christopher Parkes in Los Angeles

Californians have been offered a 15 per cent cut in personal and business taxes as a sweetener in an unexpectedly expansive 1996-97 budget package unveiled by Governor Pete Wilson.

Drawing on last year's surprise \$1bn surplus from revenues garnered thanks to the strong economic recovery, Mr Wilson proposed an immediate

redistribution of \$500m in this year's tranche of his three-year plan to bolster enterprise and private consumption through reduced state taxes.

He claimed his project, which includes extra incentives to bolster specific industries including computers and biotechnology, would cut the total tax burden by \$1bn by the end of the decade.

However, plans to cut welfare payments and environmental protection budgets, and

increase spending on prisons by almost 11 per cent while education is offered a rise of less than 5 per cent, are likely to stir resistance and delay approval by the state government.

Even Mr Wilson's tax concessions came under immediate fire from Democrats aggrieved at his continued attack on the welfare system, which has already suffered cumulative cuts of some 20 per cent in his five previous budgets.

But he defended his proposals, which included \$8bn in bond issues for building more prisons, education facilities and environmental projects, as a reflection of California's principal concerns: public safety, public education and improving the business climate.

Despite his apparently lavish mood, Mr Wilson's \$61.5bn package represented a relatively modest spending increase of only 2.4 per cent over 1995-96.

Educationalists, accustomed to being squeezed, welcomed a proposal to freeze university tuition fees and raise spending on higher education by 4.5 per cent to \$6.5bn.

The 3.3 per cent increase proposed for spending on junior schools was criticised as adequate only to maintain current standards, already eroded by previous spending squeezes.

The governor's proposal for a \$8bn bond issue to finance school and university building

is expected to be one of the few elements approved without a dour battle. More dissent can be expected over his request to raise \$2.2bn to build six new state prisons, which has already been rejected in the past two budgets.

Expenditure on adult jails has already increased more than 15 per cent since the state's policy of imprisoning three-time criminal offenders for 25 years to life was introduced two years ago.

S Africa may ease exchange controls

By Roger Matthews in Johannesburg

Sustained capital inflows to South Africa last year and the Reserve Bank's announcement of a strong improvement in gross foreign reserves in December have heightened speculation that a further relaxation of exchange controls is likely within the next two months.

The December figure showed gross foreign currency and gold reserves had risen to R15.88bn (\$4.3bn), an increase of R2.24bn over the previous month.

Although this represents only a little more than six weeks imports, the elimination of short-term foreign liabilities during the final quarter of last year suggests that the reserves

will continue to strengthen. Mr Chris Stals, governor of the Reserve Bank, said the December figure was even better than it appeared because of seasonal factors which normally saw reserves dip as investors repatriated dividends and profits.

Mr Stals and Mr Chris Liebenberg, minister of finance, are due to meet shortly to discuss macro-economic strategy before the March 13 budget, heightening speculation that the easing of foreign exchange controls is high on the agenda.

The government last year announced the abolition of the financial rand, the two-tier currency system used to block foreign capital outflows, five days before the introduction of a March budget committed to a

reduction in the fiscal deficit. Although Mr Liebenberg has said that the government may narrowly fail to hit the deficit target of 5.8 per cent of gross domestic product, he is likely to announce a more ambitious objective in the next financial year, perhaps as low as 5 per cent of GDP.

The two most likely beneficiaries when exchange controls are further eased are South African institutional investors, which manage an estimated R500bn, and those companies seeking investment opportunities in the country's neighbours.

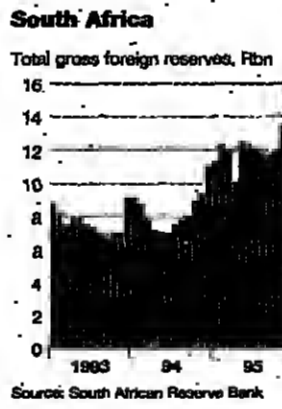
Last July Mr Stals allowed insurance companies, pension funds and unit trusts to invest a portion of their assets overseas through "asset swaps"

with foreign companies, and said that eventual permission for cash allocations would depend on the level of overall reserves.

The Reserve Bank has also adopted a more flexible policy towards applications for acquisitions in African countries where the sums involved have generally been small. However, a more general relaxation of controls for companies seeking wider international investments appears unlikely at this stage.

South Africans who have emigrated, but whose funds are blocked, are the third category hoping for some relief.

Mr Stals and Mr Liebenberg have warned repeatedly that more than 50 per cent of the foreign capital inflows are short-term, and while the gov-



Source: South African Reserve Bank

ernment remains committed to the abolition of exchange controls, it has ruled out the "big bang" advocated by some industrialists and private sector economists.

Nigeria frees FT journalist on bail

By Michael Holman

Mr Paul Adams, the Financial Times Nigeria correspondent who had been detained since Thursday last week in the south-eastern oil city of Port Harcourt, was yesterday released on bail.

Mr Adams - who was due back in Lagos last night - appeared in the local magistrates court in the morning, where he was charged with possession of seditious material.

The material is understood to be a statement or speech issued by one of the leaders of the local Ogoni community at a rally in the town of Boni, where Mr Adams was arrested last Thursday during a reporting trip to the area.

Mr Richard Lambert, Editor of the FT, last night said: "We are delighted that Paul has been released, and are most grateful to all those who assisted."

"We will vigorously contest any charge. I have no doubt that he was acting in a thoroughly responsible and professional manner."

Residents of the oil-producing region have been protesting against pollution, and demanded a greater share of the oil revenue. Nine Ogoni minority rights activists, including author Ken Saro-Wiwa, were hanged in November, after being found guilty of murder of four chiefs. The trial was widely criticised as unfair, and the executions provoked international condemnation.

According to Nigerian law, possession of seditious material is an offence that carries up to two years in jail on conviction.

His release follows representations by the British government and diplomats at the High Commission in Lagos, as well as leading Nigerians, including diplomats, former politicians and senior businessmen, who made clear their concern about Mr Adams' detention in private contacts with the military government.

Mr Adams, 38, has been based in Lagos for the Financial Times since 1993.

Zeroual ready to cash in on extremist feud

By Foula Khalaf, Middle East Correspondent

The declaration of war by one Algerian Islamic faction against another has highlighted a widening rift among militants locked in a bitter struggle with government forces since 1992.

While the result may be costly in lives, disarray in Islamic ranks may speed renewed contacts between the government and the Islamic Salvation Front (FIS), the banned political party that was poised to win elections in 1992 before they were cancelled by the government.

The extremist Armed Islamic Group (GIA), responsible for the highly-publicised bomb attacks in Algerian cities and believed to have been infiltrated by security forces, has declared war on the Islamic Salvation Army (AIS), the armed wing of the FIS.

This follows accusations by the FIS that the GIA is responsible for killing FIS leaders. It also follows conciliatory FIS statements towards President Liamine Zeroual and government reports of hundreds of Islamic militants - and even some FIS leaders - giving themselves up to the authorities, in response to a presidential promise of clemency.

Although the GIA and the FIS have been at each others' throats for months, the November presidential election won by Mr Zeroual has heightened the tension.

The election cemented the view that the Algerian government would not be toppled by the Islamists, though the resurgence of violence after the election illustrated that Mr Zeroual still had to work towards national reconciliation. Soon after the election, political analysts began renewing their calls for negotiations with the FIS.

Mr Zeroual, however, has been in no rush to act. Algerian officials say the election has strengthened his position, allowing him to wait for his opponents to disintegrate and for the FIS to move towards a rejection of all forms of violence, thus removing the

young militants' political justification for maintaining the struggle.

If the FIS is to be brought back to the political fold before legislative elections promised by Mr Zeroual for later this year, say Algerian officials, it has to be on Mr Zeroual's terms. In the meantime, he can claim to his people and to the west that he is open to Islamists. Last week he appointed three moderate, government-friendly, Islamists to cabinet posts: a dissident FIS co-founder and two others belonging to the party Hamas, a FIS rival which took part in the presidential election.

The FIS, already decimated by the jailing of its leaders and by government efforts to sow rifts among its leadership, suffered a further blow in the election when its calls for a boycott were ignored (only partly because supporters felt pressure from the government to vote). The election marked a similar setback for the GIA, whose threats against going to the polls were also ignored.

At the same time, the strength of the FIS armed wing has become increasingly difficult to gauge, given the Algerian government's tight grip on security information and on the press. As the government would like Algerians to believe, the violence in the country, which has claimed more than 40,000 lives so far, appears now to be predominantly the domain of the GIA, which is dominant in Algiers, where it wages a war of urban terrorism.

Mr Rabah Kebir, the FIS leader in exile in Germany, has played his part well since the November election. Realising that the message from the election is that people are fed up with violence, he has begun to condemn terrorist acts by the GIA, to dispel notions promoted by the authorities that the Islamist movement is purely a terrorist one. Such measures of house cleaning, it is hoped, can put pressure on the president to reintegrate the moderate wing of the FIS into the political game by the time legislative elections are held later this year.

Old loyalties fade in Palestinian poll

The intifada generation demands to be heard. Julian Ozanne reports

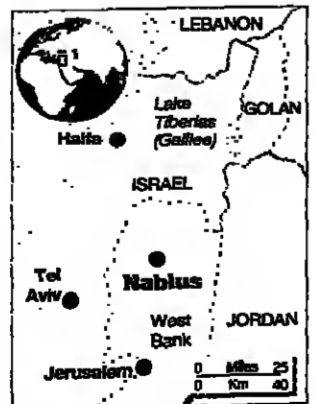
In the afternoon drizzle a group of independent candidates try to explain to cautious Palestinian voters in a small village near Nablus why they should vote against the official list of candidates put forward by Mr Yasir Arafat's Fatah faction of the Palestine Liberation Organisation.

It is not an easy task because Nablus, a bustling commercial centre on the West Bank, is a Fatah stronghold and, according to many political scientists, a heartland of traditional attitudes and political behaviour.

Mr Arafat has counted on Nablus keeping with tradition but conventional attitudes are being challenged by 54 candidates vying for eight seats in the 88-member legislative council to be elected a week tomorrow.

Dozens of independent candidates like those out campaigning yesterday from the Freedom and Independence bloc are defying the customary political dominance of the ruling Palestinian families, the older generation and Mr Arafat himself.

Younger candidates who forged their politics on the anvil of the Palestinian intifada, the uprising against Israeli occupation, are standing against the older generation. Many of the intifada activists



learned much from observing Israel's plural democracy and they are determined not to settle for a traditional authoritarian Arab regime.

The results in Nablus may well be a bell-wether of the extent to which Palestinian political culture has changed during 28 years of Israeli occupation and the six-year intifada.

It may be Mr Arafat who gets the biggest shock. The veteran Palestinian leader overturned local Fatah primaries in Nablus which had elected a list of largely young activists. Instead he drew up his own list which included representatives of Nablus's big families.

Among them was Mr Maher el-Masri, a leading figure in the large and wealthy family that once dominated Nablus politics as commander. Mr Ghassan Shaker, another prominent Nablus family head and the city's former mayor, is also a leading Fatah candidate.

The intifada generation candidates are deeply critical of the way the Mr Arafat selected his list and the way he runs Fatah and the PLO.

"The old leadership of Fatah think they are gods and choose the list according to their own wishes," said Mr Husam Khader, a candidate for the Freedom and Independence bloc whose election to the official Fatah list in third place was rejected by Mr Arafat. "We want Fatah to be a modern democratic political party and we are offering the voters a choice between a fresh intifada leadership who can criticise the leadership and say no sometimes - or staying with the old guard, the old ways and the yes men."

Mr Nader Sa'Id, a Nablus based Palestinian sociologist, said that in the last elections in Nablus - to the Jordanian parliament in the 1950s - family had been the overwhelming

ingly dominant factor with three or four of them towering above the rest.

But Israeli occupation and the politicisation of Palestinians during the uprising had broken down the influence of family and clan. Furthermore, Palestinian families no longer operate the way they did and many are deeply divided. In Nablus, for example, three members of the el-Masri family are running on different tickets.

"Family and clan is not enough to get a person elected any more," he said. "The family has lost power and significance and it is now just one political resource. There are new variables in Palestinian politics such as political affiliation, religion, age, what whether one struggled and suffered under the Israelis and one's personal record."

However, the picture is complex because many of the candidates from leading families are political figures in their own right. Furthermore, the first-past-the-post electoral system chosen by Mr Arafat tends to accentuate local, clan and traditional interests at the expense of national interests particularly given the boycott of opposition parties, most

notably the Hamas Islamic group.

Mr Khalil Shikaki of the Nablus based Centre for Palestine Research and Studies, says Mr Arafat intentionally chose a majority system rather than proportional representation because he knows it will be easier to manipulate. "Arafat would rather deal with much less organised groups like family, clan and localised interests than with modern organised political forces like Hamas. That is also why he tried to marginalise Fatah by overturning the primaries. He has always shown he knows how to use and manipulate individuals and local interests to legitimise his policies," he said.

Mr Shikaki believes that, in the absence of a strong choice between Fatah and an organised opposition, the electorate in Nablus and elsewhere will vote for official Fatah candidates and the traditional families.

But as all political observers in Nablus admit there is little political or sociological research on which to base a solid analysis for the first nationwide Palestinian elections.

German investment 'We have a very good staff here'

Jungheinrich switches supply from US

By Andrew Baxter in London

Boss Group, the manufacturer of lift trucks, has won another vote of confidence from Jungheinrich, its owner, by clinching a deal to design and manufacture a new range of trucks for the Hamburg-based company.

The agreement further underlines the importance of the UK as a manufacturing site for European engineering companies, particularly German groups whose exports have been hampered by the strong D-Mark and high domestic labour costs.

It joins a growing list of such arrangements between UK producers of off-highway equipment and their counterparts in countries with strong currencies.

The announcement from Jungheinrich was accompanied by praise from Mr Hans-Peter Schmolz, its new chairman, for the UK as a manufacturing centre and the progress made by Boss since it was bought out of receivership by the German group in May 1994. "The UK is the best place in Europe for a lift truck factory," he said in his first interview since becoming chairman on January 1. "We have a very good staff there, and a good situation internally, with manufacturing focussed on assembly."

The deal coincides with a sudden dip in the German market for lift trucks which, Jungheinrich said last month, had worsened conditions there for manufacturing.

The new arrangement finally explains why Jungheinrich was so keen to buy Boss, formerly Lancer Boss, and why, last autumn, it approved a £10m (£15.4m) investment package aimed at turning the Boss manufacturing site into a world-class producer of lift trucks.

Boss specialises in trucks powered by internal combustion engines (ICE), while Jungheinrich makes battery-powered trucks. The two serve



Hans-Peter Schmolz: "best place for a lift truck factory"

Siemens aims to buy IT companies

By Stefan Wagstyl, Industrial Editor

The British offshoot of Siemens, the German electronics and engineering group, plans acquisitions in the information technology industry.

Mr Jürgen Gehrels, chief executive of Siemens' UK operations, said yesterday that, even though the company had grown fast, it needed to make acquisitions in markets where it was weak including information technology.

With information technology sales of £268m (£320m) last year, Siemens had a small share of a UK market worth £10bn a year.

The company's acquisitions last year included a controlling stake in a telephone switchboard maker from Mercury Communications, the telecommunications company, and investments in two former British Rail maintenance depots in partnership with Babcock International, the engineering group.

Siemens UK last year posted a turnover of £1.25bn, marginally down on 1994, when the company benefited from large power station orders. Excluding such projects, said Mr Gehrels, turnover rose over 20 per cent.

The market for electrical engineering and electronics grew by 5 per cent to 6 per cent last year and should grow by a further 6 per cent in 1996, said Mr Gehrels. Siemens believes its own sales will grow faster than this, particularly after 1997 when its microchip plant in north-east England comes on stream. Mr Gehrels forecasts that turnover will double in the next five years.

Mr Gehrels saw little sign of the slowing in exports reported by other companies. He predicted a 20 per cent increase in exports this year from £267.8m in 1995.

He added that the British government's privatisation policies had contributed to Siemens' growth.

Northern Ireland Mitchell reports 'decommissioning' progress to prime minister Major

Drive to end weapons deadlock stepped up

By John Kampfer, Chief Political Correspondent

Mr John Major last night met the three-man international commission on Northern Ireland amid possible signs of a more flexible approach by Sinn Féin towards the handover of paramilitary weapons.

The prime minister was briefed in London by former US Senator George Mitchell on the progress his panel is making as it prepares to deliver its final report to the governments of Britain and the Republic of Ireland next week.

The British government reacted cautiously to the release by Sinn Féin, the political wing of the Irish Republican Army, of its formal submission to the Mitchell team. A

senior government official said Mr Major had been told of its main points and had found them "interesting".

In Dublin, the 20-page document was given a more vigorous welcome, with officials of the republic's government indicating that Sinn Féin might be prepared to tackle head-on the vexed issue of how

Death threats against 15 people in Northern Ireland are "a dangerous attempt to emulate the IRA's tactics," the Ulster Democratic party, a small political group close to anti-nationalist paramilitary groups, said yesterday. An organisation calling itself the Protestant Action Force has ordered 14 men and one woman to leave Northern Ireland with the warning that they are "on a death list". It accused them of violence and drug dealing.

The party said eradication of drugs could be done only by legitimate methods. The IRA has been accused recently of killing several men allegedly linked to drug dealing.

Arms might be handed over. Meanwhile, after initially welcoming the Sinn Féin submission, Mr Ken Maginnis reversed his line yesterday. Mr Maginnis is security spokesman for the Ulster Unionist party, the largest pro-British party in Northern Ireland.

A statement said to have been issued on the instructions

of Mr David Trimble, the party leader, said: "While Ulster Unionists were happy to welcome earlier indications from Dublin that Sinn Féin/IRA had altered its position on the decommissioning of its illegal weapons, it is now becoming clear that nothing has changed. It doesn't add up to anything. They're avoiding the issue of immediate decommissioning."

Mr Mitchell moves on to Dublin for talks with the republic's government today. He will then go to Belfast for meetings with the main parties in Northern Ireland.

For the first time, Sinn Féin has made clear it is prepared to discuss the British agenda on decommissioning weapons. Its paper to the Mitchell panel dis-

closed the options presented by the UK government during negotiations last May for the removal of IRA weapons. These included destruction of weapons by those in possession of them.

Originally Sinn Féin said ruled out any discussion of British terms for decommissioning. But in its submission to the Mitchell panel, Sinn Féin suggested that "as part of a peace settlement, the disposal of arms by those in possession of them is a method which may find acceptance."

It also indicated that the IRA might be prepared to allow an independent third party - perhaps the Mitchell commission itself - to witness the destruction of its weapons by its own volunteers.

Investors demand \$31m damages from consortium

By Jim Kelly, Accountancy Correspondent

All members of a leading international organisation of accountancy firms and companies were liable for a fraud in which investors lost heavily, it was alleged yesterday in the High Court in London.

If such liability were established by the court it would dislodge leading global accountancy organisations which have always sought to restrict their legal liability within national boundaries.

More than 100 investors are seeking up to £20m (\$31m) in damages from Clark Whitehill and Kenneth Leventhal & Co, the US and UK members of the international organisation at the time of the fraud, and Bangstad Revisionsbyrå, the Swedish member.

The court heard that the UK firm and US company are being sued on their own behalf and as representing all members of Clark Kenneth Leventhal from its formation to 1990 - except for the Swedish member - which is being sued separately. All the defendants contest the claims.

Mr Nick Young, a former executive director of Clark

Kenneth Leventhal (CKL), the international organisation, was jailed for four years for fraud in 1991. He claimed to be investing money in offshore trusts with a high rate of return, but actually spent it on a system he had devised for betting on horse races.

It was alleged in an opening statement that the defendants were negligent and "vicariously liable" for the fraud committed by Mr Young. "It is submitted that Clark Kenneth Leventhal carried out a single business and carried it on as a partnership."

It was alleged that Mr Young had met his clients in the offices of Clark Whitehill in central London, and had paid his employees £750 a month for the use of office facilities for private client work. The court heard he had access to telex and telephone machines without which he could not have run his scheme. He was able to operate with the "appearance of the knowledge and support of CKL and Clark Whitehill..." The court was told Mr Young was an "accomplished confidence trickster".

In 1983 Mr Brian Worth, a former senior partner of Clark Whitehill and former chairman

of CKL, was disciplined by the Institute of Chartered Accountants in England and Wales for failing to supervise Mr Young's activities. It was also alleged that another former chairman of CKL, investors with Mr Young gave a reference for him as an investment manager. The former chairman was Mr Bengt Bangstad, head of the Swedish member of CKL.

The opening statement for Clark Whitehill and Kenneth Leventhal & Co argued that CKL was an association of independent accounting firms and not a partnership itself.

CKL never said Mr Young could take investment funds and they were not aware he did. "They were unaware of his activities which he carried out in a private and personal capacity." Each of the plaintiffs knew this, claimed the statement. "Each knew that he was investing his money with Mr Young personally."

Neither CKL nor Clark Whitehill owed any duty of care to the selected plaintiffs in relation to any financial loss which they might suffer from their dealings with Mr Young," said the statement. Neither CKL nor Clark Whitehill was negligent.

UK NEWS DIGEST

Central bank revises rules

The Bank of England, the UK central bank, has issued new guidelines for spotting a bank in trouble. They are intended to avoid another collapse like last year's failure of the Barings merchant bank. The central bank said it would pay closer attention to banks which face a significant risk because they derive an unusual proportion of their profits from a single product group or overseas operation. Its comments were in a report on recommendations from the Board of Banking Supervision for changes in the way it oversees banks. An operation will be regarded as significant if it involves more than 5 per cent of a group's regulatory capital, or generates more than 5 per cent of its gross revenues or group profits. If an authorised bank has a financial exposure to another part of the group of more than 10 per cent of its capital, that will also be regarded as significant.

Had all this been in place last year, it would have been expected to catch a problem such as the rapid build-up of advances from the Barings group to its Singapore trading operation. By February 24 last year, when Barings told the Bank of England of its problems, these loans totalled more than twice the reported capital of the Barings group.

George Graham, Banking Correspondent

Bond issue ruled out

The French and British governments ruled out a plan by Eurotunnel, the Anglo-French operator of the Channel tunnel, for a government-guaranteed bond issue to solve its financial crisis. The statements came after it emerged on Wednesday that Eurotunnel had asked both governments to guarantee a bond issue to help refinance its \$550m (\$12.5bn) debts on which it suspended interest payments in September.

The French finance ministry said: "This is a private operation and we operate on the principle of non-intervention." In the House of Commons, Mr William Waldegrave, chief secretary to the Treasury, said the British government's policy of not subsidising Eurotunnel had not changed.

FT reporters in London and Paris

GTech chief sues Branson

Mr Guy Snowden, chairman of GTech Corporation, issued a writ against Mr Richard Branson, chairman of Virgin group, GTech is a US lottery equipment company which is part of the Camelot consortium which runs Britain's National Lottery. Mr Snowden said he wanted "to clear my good name". The writ alleges that Mr Branson defamed Mr Snowden in a BBC television programme on the lottery. Mr Branson alleged in the programme that Mr Snowden had offered him an inducement to quit the bidding for the licence to run the lottery. "We look forward to seeing them in court," said Mr Branson.

Raymond Snoddy, Consumer Industries Staff

Strike ballot at Ford plants

Ford's 22,000 manual workers in Britain are to be balloted on strike action after the company had failed to improve its "final offer" at a meeting with trade union officials. Workers at Ford factories including Dagenham in east London and Halewood in north-west England will vote on whether to strike against a pay offer worth about 9.25 per cent over the next two years. The company has rejected a union demand for a cut in the 39-hour working week.

Andrew Bolger, Employment Staff

Business newspaper to launch

Mr Tom Rulhynton intends in March to launch a six-section Sunday newspaper devoted entirely to business. Mr Rulhynton is the founder and former editor of Business Age magazine, who sold the magazine to VNU, the Netherlands publisher for £2m. He is using the money as start-up capital for the new paper, to be called Sunday Business. "We are doing a proper job; we have had the funds to do it properly," he said yesterday. Stockbrokers Williams de Broe will produce a prospectus soon and will sponsor a listing on the Alternative Investment Market.

Raymond Snoddy

Armed robberies decline

The number of armed robberies in London have fallen to a 10-year low. Last year 597 robberies were recorded against 678 in 1994 and 1,618 in 1991. "These crimes have been driven down by the sheer hard work and detective skills of Flying Squad officers," said Commander Roy Ramm, head of Scotland Yard's organised crime group.

MINISTER OF PRIVATISATION OF THE REPUBLIC OF POLAND INVITES TO NEGOTIATIONS

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British Gas aims to end supplies dispute

By Robert Corzine and Peggy Hoisinger

Banks may be called upon to lend billions of pounds to British Gas as part of a scheme to bail the company out of its bitter dispute with North Sea gas producers over £40bn (£61.6bn) worth of long-term gas contracts.

British Gas claims that it has been locked into high-priced contracts signed when it was a monopoly, and which put it at a competitive disadvantage at a time of low prices.

The proposal to involve the banks would require the government to impose a new levy on the gas industry, a move which consumer groups fear would result in higher gas prices to some British households.

But British Gas executives dismiss such worries. "I can construct a scenario in which consumers would still benefit from lower prices," said one senior executive. "But the government would have to take the lead."

The Department of Trade and Industry, this week acknowledged that it is looking into the possible use of a levy in the dispute. But last night the department said it was looking at a levy only as part of an "insurance policy" in case direct negotiations between British Gas and the

North Sea producers failed. The department said direct talks remained the government's preferred solution to the issue. It was contemplating the use of a levy only if no commercial solution emerged.

The proposal to involve the banks in the dispute is one of a number of plans being considered by British Gas for formal presentation to the government. Most involve involving sharing the cost of reaching a settlement between British Gas, the producers, taxpayers and possibly consumers.

One involves British Gas borrowing billions of dollars from banks to fund a buy-out of the contracts at a discount to their net present value. The company would repay part of the principle from the proceeds of gas sales. Interest and the remaining principle would be repaid by means of a levy on all gas shipped in the country, whether by British Gas or its competitors.

Producers indicated yesterday that this might be an acceptable solution as long as the government took steps to ensure that British Gas cut its share of the domestic market.

"On the face of it this solution has the capacity to make sure that all four players - BG, the government, producers and consumers - make a contribution," said a producer.

Names adjourn court case for talks

By Ralph Atkins, Insurance Correspondent

A court case in London pursued by 865 Lloyd's loss-making Names was yesterday adjourned pending the outcome of talks on a global settlement of litigation which is blighting the insurance market.

The move by the Wellington Names Association, just four days ahead of the start date for the case, may be an important influence on sentiment towards Lloyd's ambitious recovery plan of which the out-of-court settlement offer is part. Some 40 Lloyd's legal cases have still to be heard.

The association, whose members lost as a result of US

liability insurance claims, said the decision followed the release to lawyers of provisional figures on the cost of Equitas.

Names are individuals whose assets have traditionally supported the 300-year-old LLOYD'S LLOYD'S OF LONDON insurance market. Equitas is a large reinsurance company planned by Lloyd's as part of its deal with litigating names to take over and "cap" outstanding US asbestosis and pollution claims.

Mr John McBride, vice-chairman of the association, said that Equitas

would have a significant impact on the estimated £35m (£53.9m) damages the Wellington Names were seeking, reducing the amount they would claim nearer to £20m.

Although Equitas figures have not been published, the Wellington case suggests that the cost of Equitas will not be as great as many fear. Indeed, it suggests that some Names may actually receive credits.

Currently the overall out-of-court deal proposed by Lloyd's is worth £2.8bn. The association said that if the recovery package, including Equitas, proved unacceptable, it would resume its pursuit of damages for losses against about 60 Lloyd's agencies and

auditors Ernst & Young. But the earliest the case could resume is January next year.

The association said the adjournment would not have any impact on its prospects in terms of the out-of-court settlement offer. It would, however, save legal costs.

Mr Antony Haynes, chairman of the Wellington Underwriting group, said the adjournment was the first since Equitas figures had become available to Lloyd's syndicates.

The decision, he said, "points generally to the risks of litigation as against the advantages of a timely and cost-effective settlement which [the recovery plan] offers."

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صكيا من الاصيل

RECRUITMENT

JOB: Positive discrimination cannot exist side by side with equal opportunities laws

Flaunting the old school gymslip

The industrial tribunal ruling that has effectively outlawed the Labour Party's women only shortlists for constituency seats has restored some fairness to a policy which was distorting the principle of equal opportunity, even if the motives behind it were laudable.

Labour was applying positive discrimination to increase the number of women MPs since, proportionately, they are under-represented in parliament.

That an industrial tribunal should rule that this policy violates the Sex Discrimination Act ought not to surprise the British Labour Party, which was in danger of making an Orwellian interpretation of equality on the lines that "some are more equal than others".

The decision, however, leaves the party still confronting a problem faced by many employers: that of recruiting able women in a sector which is dominated by men.

Dianah Workman, policy adviser on equal opportunities at the Institute of Personnel and Development, said: "I never understood why Labour felt able to do what it did. It is very important that things like positive discrimination are recognised not to be legal because they create resentment among the groups that have not benefited."

She advocates, instead, a policy of positive action: taking steps to go out to the areas and organisations

where women candidates or job applicants might be found, or to ensure that minorities which may be discriminated against have access to the training and skills necessary to compete on equal terms for a job opportunity.

One other area where women are seeking "jobs for the girls" is networking, according to Carole Pemberton, a research consultant at Sundridge Park Management Centre, who has carried out a study of women's executive networks.

She was particularly interested in how such networks were used by different nationalities. British women, she said, were helpful about making contacts compared with those in the US and Spain (who she also looked at among a sample of 200 women's network members).

American women, she said, wanted to exchange business cards straight away and were expert at "working a room", whereas British women tended to move towards the edge of a room. They came to network groups to improve upon their skills at making contacts, she said.

Spanish women, on the other hand, were neither bashful nor

pushy and saw networks as a way of socialising and making new friends that may or may not lead to some business or a job opening one day. "The Spanish women tend to expand into the room when they walk in," she said.

British women, she noted, did not have a natural liking for networking. "A lot of women say to me this is odious, it's like prostituting yourself. But if the result is that you can get business, shouldn't you at least know the skills involved? One cannot deny that networking is a very powerful means by which business is done."

Some feel that women are doing little more than substituting the old school gymslip for the old school tie. One of the justifications for this kind of women's networking is that men have done it for years. But whether it is an old boys' club or an old girls' club, should membership of such an organisation confer favoured treatment when applying for a job? Workman thinks not, but she adds that it may well be a good way of finding out about a job in the first place. Pemberton agrees, arguing that net-

working is becoming increasingly important in accessing the hidden jobs market where vacancies are not advertised.

Marriage lines

Do employers favour married men and single women among job applicants? Whether or not this holds true, there is a perception among job candidates that such discrimination exists.

A survey of 776 male and female applicants for management positions at NB Selection, the executive recruitment consultancy, found that women were far more reluctant than men to include their marital status or the number of children they have on their CVs.

Married men and single women were the most likely to indicate their marital status. Single men and married women appear to believe they are likely to suffer discrimination, says Elisabeth Marx, who heads the company's psychological assessment practice.

"Men seem to believe that marriage and children signify stability and are positive factors in the selec-

tion process," she said. "In contrast, women appear to believe that the same factors are interpreted as a lack of job commitment and will diminish their chances."

Off limits

Should there be an industry body within headhunting to police off-limits agreements? Such agreements between headhunters and their clients are designed to stop the headhunter poaching individuals from the client company within a set time limit, typically two years.

When this question was posed in a survey of 50 personnel heads of financial services companies canvassed by Haley BDC, a search business which specialises in the sector, the answers highlighted tensions between headhunters and the businesses in which they work.

Many headhunters have been seeking to apply off-limits agreements to specific divisions and country bases of a particular group. For example, a headhunting firm may have worked in the corporate finance department of an investment bank. The same firm might

argue that it should be able to approach individuals in the treasury or investment management teams at the same bank when recruiting for another client.

Four out of five of the personnel managers, however, said they thought that the whole of an organisation should be off limits, even if the headhunter had only worked in one part. About two-thirds thought that off limits should be restricted to the country where the assignment had been commissioned.

Surprisingly, half the personnel managers said they would be happy with an off-limits period of one year. Terence Hart Dyke, Haley BDC's chairman, said he had been surprised at the readiness of personnel people to allow approaches to individuals from headhunters who had previously placed them, once the off-limits period had expired.

The vast majority of personnel people saw one assignment a year sufficient to warrant off-limits protection. This does not have the wholehearted support of headhunters. The report said there were occasions when companies "bought protection" by commissioning a single

assignment for that purpose. Two-thirds of the personnel managers said they would welcome an agreed set of rules for consultants. Most proffered the Institute of Personnel and Development as a potential rule-maker, but some suggested an executive search association similar to that in the US. The existing attitude towards off-limits, says the report, is likely to do little to alleviate misunderstandings between search firms and their clients.

Age limits

The Department for Education and Employment issued a booklet last week as part of its campaign to convince recruiters of the merits of considering older job applicants.

While the booklet was generally welcomed by recruitment agencies, Alec Reed, chairman of Reed Personnel Services, questioned whether agencies needed the advice as much as employers who were less aware of the debate about age limits in recruitment advertising.

He also noted that the government needed to prove that it was following its own guidelines as an employer. "Certainly, redundancy and early retirement policies for the civil service on the grounds of age give a confusing picture of what constitutes best practice," he said.

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A dynamic and flexible professional with experience of the syndicate function and direct bonover marketing (ideally gained within an emerging markets environment). The ideal candidate will market directly to clients on a geographic basis, being able to prepare technical presentations and marketing material. Preferably having knowledge of pricing and syndication new issues and their legal/documentary framework, a background in new issue syndication/trading or swaps/asset swaps would be advantageous. A second language is preferred however is not a prerequisite.

Both positions are key appointments reporting directly to the Head of the New Issues Division. The successful candidate will work in a team driven, collegial and challenging environment.

Please submit your CV, in complete confidence to William Dunbar, at W&S Emerging Markets Search and Selection, 12 Mark Lane, London EC3R 7BU. Tel: 0171 601 4744. Fax: 0171 601 4747. email address: w.dunbar@emss.co.uk

PRIVATE BANKERS MONTE CARLO

COMPETITIVE REMUNERATION PACKAGE

The client is one of the most prestigious international private banking concerns providing a comprehensive and innovative range of investment products and advisory services to a substantial High-Net-Worth clientele. In line with the bank's key business development strategy new positions have been created for highly energetic, entrepreneurial individuals to be based in Monte-Carlo.

You are a successful Private Banker with a minimum of four years experience to encompass sound prospecting and networking skills, with an existing client asset base of at least \$100m. You are probably based in the High-Net-Worth Client Department of a major institution in London, Zurich, Geneva, Milan or Monte-Carlo having a client focus in Southern Europe, although a Turkish or Middle Eastern focus would be of value.

The compensation plan generously rewards results, coupled with the attractiveness of Monte-Carlo as a non-tax paying environment.

Written application should be made to David Chorley, consultant to the client, at the address below.

STEVE MILLS ASSOCIATES
Banking Recruitment Consultants

Piercy House, 7 Cophthall Avenue, London. EC2R 7NJ

International Corporate Communications

Continental Europe

c.£60,000

Our client, a major multinational corporation with operations in the chemical, pharmaceutical and related industries, seeks an experienced corporate communications professional to join the small head office team.

Reporting to the Head of International Communications, your primary responsibility will be international media relations. You will also advise management on their communications activities, as well as acting as an internal consultant to the corporation's operating companies around the world.

A graduate with at least five years experience in communications, gained in a journalism, consulting, and/or in-house environment, you will have first class communication skills, both written and verbal, and be bilingual in English and German. You will appreciate the strategic issues and be a pro-active individual with the diplomatic and persuasive skills needed to work effectively in an international, multi-cultural organisation. A high degree of IT literacy is essential.

This appointment has genuine career path opportunities. As the company operates throughout the world, you must be prepared to travel and overseas postings may subsequently be considered.

Please apply in confidence, giving details of your career and current earnings, quoting reference 0369 to AAD Executive Selection, 7 Curzon Street, London W1Y 7FL.



The Executive Selection Division of Odgers and Co. Ltd

GROUP FINANCE DIRECTOR

SOUTH WEST

c£50,000 + BONUS + OPTIONS + EXEC PACKAGE

AN OUTSTANDING PROSPECT FOR FLOTATION

Our client is an exceptional, marketing driven, hi-tech Group. An established brand leader, this highly profitable and dynamic international Group is going through a very exciting phase in its development. Innovative and extremely ambitious the Group, backed by institutional investors, has an impressive track record of growth and is well positioned to achieve its strategic objective of an early flotation.

An outstanding opportunity has arisen for a talented Group Finance Director to join the senior management team. Responsibilities will be very challenging and diverse, including control and direction of the financial management of the international Group and of critical importance, optimisation of worldwide cash resources. Formulation and execution of sound commercial strategies and development of strong working relationships with banks, professional advisers and the City will form key elements of this demanding role.

Candidates, aged 36-45, will be graduate, qualified accountants with broad based experience gained at executive level in a customer led multi-site organisation. Previous flotation experience would be clearly advantageous. A strong work ethic, excellent communication skills combined with maturity and flexibility are essential prerequisites.

This is a unique opportunity to join a Group with outstanding potential. Package will not be a constraint for the right individual.

Interested applicants should write enclosing a comprehensive CV, quoting reference 1M/ATIM, to Joe Graham CA at Toner Graham, 8 Imperial Square, Cheltenham, Glos, GL50 1QB.

Career Prospects with Deutsche Bank

You have studied economics with the main emphasis put on business management and meanwhile gained several years of experience in the application and implementation of RAROC as a method of risk return control in the crediting business. We expect you to have both a profound knowledge of the relevant PC systems and excellent language skills in German. Moreover, a thorough familiarity with the fields of portfolio theory and portfolio management would be more than desirable.

Does your qualification come up to the above requirements? Do you have a strong analytical capacity of thinking and a distinct conceptual aptitude? Are you highly motivated and able to work as part of a team? If so, you will fit right in with our credit portfolio management division. You will participate in concept development, give the respective inputs and prepare analyses on that basis. Besides you will be responsible for perfectly editing the relevant written reports.

Portfolio Analyst for credit risk management

You certainly know us as a bank. As an employer, however, we are offering far more than you might suppose, as there are a challenging and interesting field of duties along with substantial growth opportunities end an achievement-orientated remuneration package which includes attractive benefits. In a word, not just a piece for work but an opportunity to develop a successful career.

Please send your CV to Mr. Bernd Kühnemund, Deutsche Bank AG, Personal (Zentrale), Mainzer Landstraße 16-28, 60262 Frankfurt am Main. Or just call Mr. Horst Dahmen on Germany/69/910-3 53 55. We are an equal opportunity employer.

Let's talk about it.

Deutsche Bank

PRIVATE BANKER £ Negotiable London West End We are an established and well respected Swiss banking organisation with an international network providing high quality service to private banking clients throughout the world. Operations in London have a history spanning 30 years and a local balance sheet of \$1 billion. Active in treasury and investment markets, our key assets are an international client base and top professionals. An excellent opportunity has arisen for a business development executive to expand the client base. Ideally you will be aged between 25 and 35, probably a graduate, with an established track record in Private Banking within a recognised institution and with a good client list of your own. You will have the personal drive and range of contacts to grow the client base quickly. A Greek speaker is being sought initially but the position is open also for those with other language skills. A full banking package is available to match this opportunity of real challenge for the right candidate. If you are interested please write in confidence enclosing a full curriculum vitae together with details of current salary to: Mrs F. James, Discount Bank and Trust Company, 34 Grosvenor Square, London, W1A 4QP.

Director-Correspondent Services

CLEARING AND SETTLEMENT SERVICES

A leading US stockbroker, with an excellent record based on the innovative application of technology and unrivalled customer service, is establishing a European correspondent business. The organisation aims to become the pre-eminent supplier of brokerage services in its chosen markets and is now looking to appoint a senior executive to establish, manage and develop the business both in the UK and continental Europe.

Building a European operation to complement the current US clearing and execution business, you will be responsible for analysing market needs and defining requirements for providing clearing and execution, from both a retail and institutional perspective. Leveraging on US experience wherever applicable, you will establish client management relationships, build and train your team, develop new products and continually refine operations, selling the service and concept to clients who need to out-source their back office functions.

Such a position demands at least ten years' experience of the stockbroking business, including back office operations, systems development and conversion related requirements. Probably MBA qualified, you will have the interpersonal, organisational and analytical skills needed to drive the operation with excellent communication and project management ability. In addition, a familiarity with US clearing operations would be a distinct advantage.

In return, you can expect an excellent salary and benefits package - with the opportunity to influence the growth of a major brokerage player.

Please send your CV, stating current salary, and quoting reference: GS1047 to Gal McCarthy, Macmillan Davies, Response Management Unit, Salisbury House, Bluecoats, Hertford SG14 1PU. As all CVs will be forwarded to our client, please state any companies to whom we should not send your details.

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SENIOR FUTURES/OPTIONS TRADER

International company wishes to recruit a senior futures/options trader on LIFFE. Must have floor experience, proven track record, extensive knowledge of technical, as well as fundamental approaches to floor trading. Must have traded independently without office research or trading manager. Good benefits, salary negotiable.

Reply in writing with full CV to Box A5830, Financial Times, One Southwark Bridge, London SE1 9HL.

ENFAHRENTEN BROKER MIT AUSGEZEICHNETEN DEUTSCHKENNTNISSEN

In einem internationalen Markterhaus eröffnet sich eine Gelegenheit für einen erfahrenen Interest Rate Swap/Interest Rate Options broker mit ausgezeichneten Deutschkenntnissen.

Der erfolgreiche Bewerber muss entsprechende Erfahrungen in diesem Markt entweder in London oder einem anderen grossen Finanzplatz erworben haben.

Marktgerechtes Gehalt der Erfahrung entsprechend.

Write to Box A5832, Financial Times, One Southwark Bridge, London SE1 9HL.

London

This major global investment bank is a market leader in M&A and international capital markets. Its extensive client base includes governments, banks and corporations. Expansion plans have created opportunities within the investment banking department for experienced individuals to join the UK Corporate Finance team. Principally working for major UK corporate clients, the focus will be on M&A advisory work and capital markets transactions.

Successful candidates will be involved in all aspects of corporate finance work and will be expected to act in both marketing/new business development and transaction execution roles. The individuals' calibre and experience will mean that they will be able to contribute effectively at an early stage. First class presentation skills and the ability to succeed in an entrepreneurial environment are prerequisites.

Competitive Salary

Ideal candidates will have between one and four years experience in a major international investment or merchant bank. Candidates with strong equivalent or related experience will also be considered. In addition you will possess an excellent first degree with at least a 2:1 and possibly an MBA or similar professional qualification.

This is an outstanding opportunity to join a leading global investment bank and career enhancement opportunities are excellent. The remuneration package, dependent on experience, will attract the highest calibre individuals and includes a full range of banking benefits.

Interested applicants please send a full résumé to Anthony Cook, Ref 2001/02 at Morgan & Banks PLC, Breitenham House, Lancaster Place, London WC2E 7EN, fax 0171 240 1052 or if you prefer, telephone 0171 240 1040.



Excellent Remuneration Package

Worldwide Multinational

One of the world's largest and most profitable consumer packaged goods companies, manufacturing and marketing a wide range of quality products, continues to successfully grow in Central and Eastern Europe.

At the Headquarters based in Switzerland there is now a business need to recruit exceptional individuals who will have an opportunity to be part of a Corporate Affairs team.

CORPORATE AFFAIRS EXECUTIVES

Superb career opportunities have arisen in Corporate Affairs for two motivated, professional Executives interested in joining a dynamic Headquarters team in Lausanne, Switzerland.

Reporting to Corporate Affairs regional management, successful applicants will be charged with assessing and responding to challenges and opportunities associated with the legislative and regulatory environments in which the growing businesses in Central and Eastern Europe operate.

In responding to such challenges and opportunities, Executives will be expected to gain a strong understanding of the business in Central and Eastern Europe; build and refine internal and external corporate relations; and, design and execute strategic initiatives and programmes aimed at ensuring a favourable business environment in these geographic areas.

Team fit will require applicants to be comfortable being part of a team as well as being able to succeed as an individual contributor. Preferred age range 27-35 years.

A graduate, preferably in the field of political science, international relations or economics, coupled with the ability to think strategically but operationally deliver, will need to be evident at interview.

Excellent analytical and communications skills, both verbal and written, are an absolute must. Knowledge of a Central/Eastern European language and/or German would be an additional advantage.

Academic qualifications must be complemented by at least three years experience with a Public Affairs Agency or government organisation; preferably with involvement in the emerging markets of Central and Eastern Europe. Ideal candidates will have worked in a public affairs/government relations position with a blue-chip FMCG multinational active in the region.

Willingness to undertake significant business travel and ability to rapidly adjust to multicultural operating environments are required.

COMMUNICATIONS MANAGER

Continued business growth has created a unique challenge to be part of a growing team based at the Headquarters.

The successful applicant will report directly to the Director, Communications, Media and Public Affairs and will work in partnership to build and execute a communications strategy in parallel with the continued success of the business.

This diverse role will cover media relations, input to communications programmes, liaison with company affiliates and internal skills development of Corporate representatives.

The ability to build and sustain sound interpersonal relationships both internal and external, with limited direction will be key to the success of this role. Cultural sensitivity & adjustment must be self evident.

Interested applicants must hold a university degree or equivalent and will need to demonstrate a thorough understanding of European and International media, specific to business.

Excellent written & spoken English supported by a persuasive yet diplomatic manner, coupled with a creative approach to work are considered necessary prerequisites for this role. A second language will be a real asset.

Applicants must have five years post graduate hands-on work experience in press and public relations preferably in an American/blue-chip corporate environment or a Public Relations Agency. Applicants under 28 years are unlikely to have the depth & level of experience to thrive in this demanding environment.

Mobility is a must, extensive travel will be part of the brief.

If you feel you have the business and personal qualities to contribute to the continued success of a major multinational, they in turn will provide an excellent platform for development.

Please reply in the strictest confidence with full curriculum vitae and covering letter, stating current remuneration package to:

Responsible Centre ref: 276 173 229
CEA Drei Fundi Pubblicità SA
Rue de la Cabelle 6 - Case postale
1211 Geneva, Switzerland

Closing date for receipt of applications is 5th February 1996.

CJA RECRUITMENT CONSULTANTS GROUP 2 London Wall Buildings, London Wall, London EC2M 3PP Tel: 0171-588 3538 or 0171-588 3576 Fax No. 0171-256 8501

Career opportunity with prospects of managing funds within one year.

FUND MANAGEMENT - FIXED INCOME

CITY

COMPETITIVE SALARY

INVESTMENT MANAGEMENT - LEADING EUROPEAN BANK

Our client has a dynamic Fixed Income team managing \$5bn. of funds for institutional clients. Applicants must be highly numerate, ideally with an economics or finance/business studies degree, a knowledge of fixed income instruments and 1-2 year's experience in a similar fund management position or sales/trading. The responsibilities for this position include bond and economic research and assisting the fund managers with client liaison and report writing, spreadsheet and database information, exposure monitoring and input for asset allocation and investment strategy. The funds under management have grown rapidly and our client seeks an individual with the intellect and communication skills to progress and in due course manage specific funds, build client relationships and make presentations, travel, etc. Initial salary is negotiable, with good company benefits. Applications in strict confidence under reference FMF5295/FT to the Managing Director CJA.

APPOINTMENTS WANTED

PROJECT & INTERIM MANAGEMENT ASSIGNMENTS UNDERTAKEN UK and Worldwide Christopher King MSc (Mgt) Dip M (Marketing) MIMgr Tel No: 0181 (London) 648 1752

TRAINEE FUND MANAGER

MAJOR PENSION FUND

This is an unusual opportunity to join a four-person team, managing the assets of a major PLC Pension Fund, with over £1bn invested.

The ideal candidate will have a good class degree and up to two years' experience with a financial institution. Cash management experience would be an advantage but is not essential. The initial responsibility of the person appointed will be the Scheme's daily

cash management, but over time a broad training in all aspects of fund management will be given and the successful candidate will be required to study for professional examinations. A high degree of computer skills is required, together with the ability to work within a small professional team. A competitive salary plus normal benefits, will be paid.

Please reply in the first instance to Mark Pibrow at Knight Wadding Executive Search Limited, 140 Park Lane, London W1Y 3AA. Tel: 0171 355 1455. Fax: 0171 355 1521.

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The FT can help you reach additional business readers at Finance. Our link with the French business coverage, Les Echos, gives you a unique recruitment advertising opportunity to replicate on the FT's European readership and to further target the French business world. For information on rates and further details please telephone Tokyo Finance-Crafts on +44 0171 873 3455

سكزا من الاصل

Regulatory Training Manager

Excellent Package

City

Outstanding opportunity to contribute to effective regulation through promotion and implementation of first-class technical training.

THE COMPANY

- High-profile City institution. Demanding, discerning client base, c.250 employees.
- Professional training team with strategic, user-orientated approach.
- On-going regulatory change requires novel skills-development solutions.

THE POSITION

- Key member of training team. Initiate, develop and ensure delivery of comprehensive regulatory and systems training.
- Work closely with line and senior management to identify individual and corporate-wide training needs.
- Manage training provision, assess internal and external providers, negotiate first-rate contracts.

- Personally deliver a number of programmes and work with Management and Systems Trainers to present specific joint initiatives.

QUALIFICATIONS

- Graduate, sound accounting knowledge. Min 5 years' experience in compliance, financial control or technical skills training with City institution.
- Exposure to SFA reporting and compliance issues advantageous. Familiarity with regulatory training preferred. Strategic approach crucial.
- Highly credible professional and accomplished communicator. Energetic, imaginative approach vital. Superb interpersonal and management skills.

Please send full cv, stating salary, ref FS60103, to NBS, 10 Arthur Street, London EC4R 9AY



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Chief Executive

KILN COTESWORTH MEMBERS AGENCY LIMITED

Six Figure Package

City

This is an exciting opportunity for an outstanding Chief Executive, from within Lloyd's or from outside, to take this successful and highly regarded Lloyd's members' agency forward and develop its services.

THE AGENCY

- Well managed and financially sound. Owned by R J Kiln & Co Limited and Cotesworth & Co Limited.
- Long-term strategy to develop the business by broadening services and growing client base.
- Long established, with over 500 trading names.

THE POSITION

- Overall responsibility for the existing Lloyd's business reporting directly to the Chairman of the ultimate Holding Company.
- Key role in identifying and developing new, high quality financial services to supplement core activity.

- Maintain highest level of professionalism in every aspect of Agency's work. Sustain client loyalty and confidence.

QUALIFICATIONS

- Experienced financial services Chief Executive or senior manager. Knowledge of Lloyd's market useful but not essential. Strong sales orientation.
- Able to implement strategy of change and growth. Comfortable leading small, flexible team.
- Assertive, enthusiastic, tenacious. Imaginative and persuasive. Strategic vision.

Please send full cv, stating salary, ref BP5020FT, to NBS, 10 Arthur Street, London EC4R 9AY



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ORFE

Warsaw - Poland

Attractive Expatriate Salary + Benefits

The ORPHE group is a major international force in the field of pharmaceuticals distribution, import, storage, trade, promotion and service, with annual turnover of more than \$2 billion.

In Poland ORPHE is represented by ORFE Sp z o.o., and has among its clients many of the largest pharmaceutical and cosmetic companies in the world - Bayer, Beckkiser, Ciba, Eli Lilly, Hoechst, Johnson & Johnson, Knoll, Lever, Merck, Nestle, Parke-Davis, Pfizer, Roche, Sandoz, Schering, SmithKline Beecham and Zyma.

The Polish Group has expanded rapidly from \$100 million in 1994 to \$150 million in 1995.

ORFE's 1995 results and long-term outlook support decision for further large investments as well as an exciting opportunity for a "hands-on" Western trained

Financial Director

Your challenging role will encompass:

- Budgeting foreign exchange and cash management
- Cost accounting and tax issues
- Local currency reporting
- Advising senior management
- Strategic decisions which will determine the return of investment.
- Full responsibility on a day to day basis for running the Finance Department.
- Financial and business planning
- Establishing and developing a new financial information system.
- Financial and management controls.

The ideal candidate should have a university degree, possess training gained from either Chartered Accountants firm or a multinational company in the commercial sector, and at least 5 years finance experience. The ability to speak English is essential and Polish is desirable. It is unlikely that anyone under the age of 30 would have the necessary experience for this broad financial role.

You should also possess a "hands-on" approach, be enthusiastic, outgoing and have a diplomatic manner. Owing to the expansion of the company, there are good career prospects. You will be able to demonstrate the ability to take the division forward at an important stage of Group's development.

To apply in the strictest confidence please call or send your full C.V. details about last position and photo
Tel (00) 48-22-645 94 74 Fax 645 59 31, ORFE Sp z o.o., Att: OGP-coordination secretary, Walbrzyska 3/5, 02-739 Warszawa, Poland.

Investment Research

Pharmaceutical sector

an opportunity to use first class writing talents within a successful research team

Our client is one of the leading and most profitable British-owned financial institutions with an enviable global reputation.

We are looking for an exceptional individual to take responsibility for the publication of regular stock market analysis on the UK and Pan European pharmaceutical sectors under the tutelage of an established pharmaceutical research team.

The successful candidate, probably aged 24-30 and preferably with a science degree should be numerate as well as literate and must be able to write lucidly, persuasively and accurately to tight deadlines. First class pc skills are essential.

Likely but not exclusive backgrounds will be financial or science journalism, pharmaceutical industry, pharmaceutical patents, or the financial community, including management consultancy.

Personal qualities being sought include confidence without arrogance, energy and commitment and the personality to suit a small close-knit team.

The salary and benefits package should appeal to high level candidates.

Please send a full CV, including current salary details and quoting reference A3260 to Malcolm Lawson at Codd Johnson Harris, Human Resource Consultants, 12 New Burlington Street, London W1X 1FF.



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BANKING ANALYSTS

Assess risk. Build relationships.

£25,000 TO £40,000

The Bank of England offers a unique vantage point from which to gain a rare perspective on financial institutions, their strengths and the consequences of their actions. It is also a testing ground where real demands are made on technical knowledge and intellectual capability.

The Supervision and Surveillance Divisions are responsible for monitoring the prudential operation of all banking institutions - both UK and foreign owned - carrying out business in this country. It is in this highly visible area that a number of opportunities now exist for Banking Analysts.

Working as part of a team, led by a senior manager, you will focus on a designated portfolio of banks. Part analyst, part adviser, part relationship builder, you will scrutinise financial and operating data and management strategies, highlighting any potential supervisory issues, suggesting more effective approaches where applicable and influencing changes of direction.

After appropriate training, you will need to establish early credibility with the organisations you are supervising through a combination of technical knowledge, proven interpersonal

skills and rigorous attention to detail. Equipped with a good first degree and, ideally, a relevant post-graduate qualification, you will have at least three years' financial assessment or analytical experience, gained preferably in banking, accountancy, law or a relevant financial environment, in the UK or abroad.

The ability to focus with equal ease on the fine detail and the broad picture is vital, as is the confidence to challenge perceptions and argue your case, orally and on paper, with conviction. You must also be able to establish rapport at all levels - both internally and externally - and not only identify problems, but find solutions.

The rewards - both personal and professional - are excellent. If you have the special blend of skills we need, please write, in confidence, with full career and salary details, to Ann Rodriguez, MSL International Limited, 32 Aybrook Street, London W1M 3JL. Please quote reference 57961.

The Bank of England is an Equal Opportunities Employer.

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ING BARINGS

STRUCTURED DEBT

At ING Barings, we are looking to recruit experienced executives to join our Banking and Structured Finance Department in London, in a team responsible for arranging structured debt transactions in the UK. Your role will also include providing advice to our clients on transactions in Europe and the Emerging Markets.

You will come from an investment banking or other relevant financial background, with at least one years' direct experience (for example in project or acquisition finance). The demands are high, and we would expect you to demonstrate enthusiasm, imagination and impressive communication skills. You will also be highly numerate, with excellent analytical and computer skills. It is likely that you will be aged between 23 and 30.

The rewards are also high. Salary will be negotiable according to experience, and the package includes a performance related bonus.

To apply, please write with a full curriculum vitae and current remuneration details to: Ruth Norman, Manager, Human Resources Department, ING Barings, 60 London Wall, London EC2M 5TQ.

APPOINTMENTS ADVERTISING

appears in the UK edition every Wednesday & Thursday and in the International edition every Friday

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VENTURE CAPITAL IN EASTERN EUROPE INVESTMENT OFFICERS

A fund in excess of \$100 million has been established with substantial shareholder backing to make direct investments through debt and equity in small and medium-size businesses in Ukraine, Belarus and Moldova. This is an exciting opportunity for investment professionals to promote the growth of enterprises in this region of great potential and to share in their success.

The Positions

- Reporting to the Chief Investment Officer of the fund, two professionals will be based in Kyiv, and one in Chisinau.
- Will research markets and initiate investments in wide range of industries.
- Responsible for negotiating and actively monitoring a portfolio of investments.

The Requirements

- Must speak Russian and English.
- At least 3 years' experience in commercial or investment banking, corporate finance, development/venture capital.
- Knowledge of agribusiness and food processing is essential for at least one position.

Please send your CV with current salary details to:

Patrick Alexander, K/F Associates, 252 Regent Street, London W1R 6HL, quoting ref: 6971/A.

K/F ASSOCIATES

ROBERT TERRY CARRE, OPRAN INTERNATIONAL

Nash, Sells & Partners Limited Venture Capital

Competitive Package

London

Outstanding opportunity for ambitious executive to expand the management team of one of the UK's leading independent private equity groups.

THE COMPANY

- Highly successful investment record.
- Just raised £40 million (first closing) for investment in the UK, in addition to its existing funds under management of £70 million.
- Focuses on specific sectors such as healthcare services, infrastructure/transport and leisure.
- Opportunity to join a small team of experienced venture capital investors.
- Contribute to selection of new investment sectors and actively seek investment opportunities.

- Undertake thorough due diligence into potential investments.
- Involvement in the monitoring of investments through Board representation.

QUALIFICATIONS

- Graduate with excellent academic background. May also have professional qualification or MBA.
- Minimum of 3 years' experience with an established venture group or equivalent experience.
- Good interpersonal and communication skills essential.
- Excellent investment judgement supported by strong analytical skills.

Please send full cv (with photo attached), stating salary, ref CP5015, to NBS, 10 Arthur Street, London EC4R 9AY



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Corporate Finance

Major European Bank - Mergers & Acquisitions

Strong relationship-driven European-based international bank with worldwide sector focus and 65 offices in 30 countries seeks two talented professionals to join its London-based mergers and acquisitions group.

Senior Corporate Financier

- THE POSITION**
- Key senior member of oev and successful growing team.
 - Full responsibility for all aspects of transaction execution. Both domestic and cross-border assignments. Extensive client contact at senior level.
 - High-profile role. Opportunity for career progression.

QUALIFICATIONS

- At least 5 years' relevant mergers and acquisitions experience, (primarily UK based), probably gained with top tier merchant/investment bank, venture capital house or similar institution.
- Strong client management, deal analysis and structuring and execution skills. Fully computer literate.
- Energetic, highly motivated with strong commercial/entrepreneurial skills. Eye for detail. Team player. European language skills advantageous.

Ref FS60101

Please send full cv, stating salary, quoting relevant reference, to NBS, 10 Arthur Street, London EC4R 9AY

Corporate Financier

THE POSITION

- Actively support senior members of the team in all aspects of deal origination/execution.
- Undertake all aspects of financial modelling and transaction documentation.
- Research deal initiatives. Considerable client contact.

QUALIFICATIONS

- Graduate with possibly a further professional qualification. Minimum two years' transaction experience within a merchant/investment bank, venture capital house or similar institution.
- Well-developed financial modelling/analytical skills. Fully computer literate.
- Clear, confident communicator. Team player. Energetic with ability to thrive under pressure. European language skills advantageous.

Ref FS60102

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COMPLIANCE MONITORING

Excellent package including banking benefits

CITY

Our client is a leading force in institutional fund management with an impressive record of growth in recent years.

A vacancy has now arisen to work as part of a small committed team within the company's Compliance Department. The main responsibility will be to conduct the company's monitoring programme which will involve testing compliance with the regulations. You will be expected to adopt a pro-active approach to developing the programme to cope with new regulations and products.

The successful candidate would preferably be a qualified accountant or have experience of compliance monitoring/financial services audit work. Good computer skills would be an advantage.

Please send a full CV to Samantha Etheridge, Ref 196, DMB&B Financial, 123 Buckingham Palace Road, London SW1W 9DZ, stating clearly any companies to which your CV should not be forwarded, as replies will be sent direct to our client for consideration.



GERMAN EQUITIES

Our client is a high quality European investment house with some \$10 billion under management in London on behalf of international institutional clients. Recent success in winning new business and the planned future growth has resulted in the need to strengthen the European Equity team.

Specifically, the requirement is for an individual to manage German equity portfolios and to generate superior investment performance from that market based on sector and company analysis as well as macro-economic research. In addition, this individual will play a major role in the asset allocation and policy discussions regarding Europe.

The successful candidate will be educated to degree level and will have at least 4 years' experience of the German market as a Fund Manager with a good record. Particular importance will be attached to communication skills and the candidate's ability to contribute effectively in a young and progressive environment. Fluency in English and German will be necessary.

For further information, please write in confidence, with your cv, to Martin Symon at the address below.

Jonathan Wren & Co Limited, Financial Recruitment Consultants, No.1 New Street, London EC2M 4TP
Telephone 0171 623 1266 Facsimile 0171 626 5259



fund management

Ref P20109

GREIG MIDDLETON

Corporate Finance Executive Glasgow

Salary Commensurate with Experience

Greig Middleton is a leading firm of United Kingdom stockbrokers with 23 offices around the country and is part of the King & Shaxson Group.

The Corporate Finance department of Greig Middleton currently acts for over 100 listed and quoted companies from offices in London, Birmingham and Glasgow.

The department is now looking to recruit a senior manager for its Glasgow office, ideally a fully qualified lawyer or chartered accountant, with experience in Stock Exchange and Take-Over Panel work, new issues, fund raising and with general financial advisory skills. An ability to act as part of a team, to build and sustain relationships, to communicate effectively and to focus on essential issues, is required.

If you believe you can contribute to the growth of our business, please write enclosing a full CV to:

R P Clinton Esq
Head of Corporate Finance
Greig Middleton & Co Limited
66 Wilson Street
London EC2A 2BL

Member firm of the London Stock Exchange
Regulated by the Securities and Futures Authority



Top Opportunities appears every Wednesday. For more information, please phone Robert Hunt +44 0171 873 4153

The World Bank, the leading multilateral organization in global economic development, emphasizes its continued commitment to energy work, which has long been one of its most important activities in all regions of the world. Development lending amounts to roughly \$3 billion yearly. Our involvement includes sector reform and restructuring (the central component of energy policy), investment in electricity, oil/gas and renewable energy, support for pricing policy reform, private investment and finance, developing national environmental policies, the expansion of modern energy supplies to rural areas and seeking sustainable ways of improving traditional energy supplies in rural areas.

Senior Advisor For Energy

Based in its headquarters in Washington, DC this position will provide intellectual leadership in policy advice and strategy formulation to energy policy towards finance, private investment, sector reform, energy efficiency, rural energy, and the environment as well as defining and encouraging new directions toward private sector development, and financial resource mobilization.

We are seeking a **mechanical/industrial expert** in energy sector with a minimum of 15 years substantive senior-level experience in leading policy dialogue with industry and government in developing and industrial countries. A strong academic background with applied practical experience and a solid publication record is required. Successful candidates must possess professional qualifications in two of the following: engineering, economics, finance and environmental policies.

The World Bank offers an internationally competitive compensation package, net of taxes, including separate benefits. Candidates should send their resume, within 14 days, to: The World Bank, Staffing Center, Rm. 0-4726, 1818 K Street, NW, Washington, DC 20543, USA. Fax: (202) 477-7871. Please quote code E57 ADV1



JUNIOR TURKISH INVESTMENT ANALYST

Junior Turkish Investment Analyst required to join an expanding Emerging Markets Team specialising in Turkish equities in one of the City's leading European broking houses. Candidates must:

- have a sound academic background with preferably a finance and/or business degree
- possess basic financial analysis techniques to produce research products and be computer literate
- previous experience of the Turkish market an advantage

Interested parties should write enclosing a CV to:
Box A5265, Financial Times,
One Southwark Bridge, London, SE1 9HL

EUROPE/ASIA

MARKETING DIRECTORS FOR HEDGE FUND

We are a well established U.S. based hedge fund manager and SEC registered investment advisor with an excellent track record in the emerging markets.

We seek two entrepreneurial and performance driven individuals to each exclusively market our product in Europe and in Asia, respectively. The successful candidates will have a proven track record marketing equity securities products in the international arena. The ability to develop an European or Asian client base and to maintain a superior service relationship is essential.

Candidates must be highly self-motivated. Foreign language fluency will be a plus.

Salary and performance incentives.

To apply in confidence, please reply to Box A526,
Financial Times, One Southwark Bridge, London SE1 9HL

TOP OPPORTUNITIES IN BANKING

CREDIT ANALYSTS

An outstanding opportunity to join one of the World's most prestigious and respected banks, looking to recruit high calibre graduate bankers with credit experience. Our client takes career progression seriously, offering exceptional opportunities for continuous development to individuals with the desire and determination to succeed at the highest level. Although not essential, applicants with European language skills will be of particular interest.

ACCOUNT OFFICER

Our client, a developing and expanding U.S. bank, requires an Account Officer with Trade Finance experience. Duties will be varied including relationship management of existing business and responsibility for own portfolio as experience develops. Working within a small dedicated team, the appointment offers excellent scope for career development with the prospect of early promotion. Candidates, who should be aged 25 to 30 with good credit skills, will be offered a competitive salary and the ability to earn excellent performance related compensation.

For further details please contact or forward your CV, to Peter Brooker, Associate Director.



Gordon Brown

QUANTITATIVE ANALYSIS - DERIVATIVE PRODUCTS

to £50,000

An opportunity exists for a quantitative analyst to join the derivatives development group of a major international investment bank. Working within a highly regarded team the successful candidate will be involved in the design and development of leading edge derivative products and pricing models. The successful applicant will have a PhD in a mathematical discipline as well as a keen and developed interest in financial products and markets. Mathematical modelling skills are essential as is the ability to present your research clearly. Experience in option pricing and strong programming skills (C, C++) would be particularly attractive.

Candidates interested in this and other quantitative research positions should call Tony Sheppard.

AUSTEN SMYTHE SEARCH and SELECTION

127 Chesapeake, London EC2V 6DH
Tel: 0171 600 2862 Fax: 0171 726 4290

Our company is a fast-growing financial institution. We are already leaders on several French markets and our ambition is to develop rapidly on an international level. In order to improve our exchange forward market records, we are looking for a

SENIOR EXCHANGE SWAP \$ PARIS ET \$/DEM

You will work within a small team and you will develop your turnover on these markets. You have an experience of 2/3 years on these products or on the currency mar-

ket in general, either with a bank or with a broker. You have a perfect command of written and spoken financial English. The position to be filled is based in Paris.

Please send your application under the reference 4757, to Alliance RH - 17, rue des Dames Augustines - 92200 Neuilly sur Seine - France, who will forward it, or by fax to (33) 1 41 05 08 42.

صكنا من الاصل

ACCOUNTANCY APPOINTMENTS

DEPUTY TREASURER

UK BASED INTERNATIONAL GROUP

CENTRAL LONDON

c. £50,000 + BONUS + BENEFITS

- Distribution, conversion and light manufacturing operations. Turnover in excess of £1.6bn of which 80% is generated overseas from operations in 20 countries.
- Centralised treasury function comprising four people responsible for the group's risk management as well as controlling day-to-day cash and foreign exchange for the UK operations.
- Specific accountabilities include all aspects of Treasury management information, analysing product and market developments, communicating treasury policies, acting as senior dealer for forex, money markets and derivatives, and deputising for the Group Treasurer.

- ACT/MCI, probably aged 28-35 educated to degree level and with experience in an international corporate treasury department known for its sophisticated systems and methods. An accountancy qualification would be distinctly advantageous.
- Highly computer literate, preferably with experience of International Treasurer. Excellent communication skills, an analytical approach, drive and well developed management abilities.
- Realistic opportunity for promotion within circa two years if the successful candidate performs well in the role.

Please apply in writing quoting reference 1096 with full career and salary details to: Nigel Bates, Whitehead Selection Limited, 11 Hill Street, London W1X 8BB, Tel: 0171 290 2043



FINANCE AND ACCOUNTING DIRECTOR

BRANDED CONSUMER GOODS ACROSS EUROPE, MIDDLE EAST AND AFRICA

LONDON



ATTRACTIVE PACKAGE

- Buena Vista Home Entertainment (Europe) is the sales, marketing, manufacturing and distribution arm of The Walt Disney Co across Europe, covering video, Interactive/CD ROM and Audio products in 18 countries through a mix of wholly owned subsidiaries and licensees. It is the acknowledged leader in its markets.
- Following reorganisation of the Regional finance team, the new position of Finance and Accounting Director has been created, reporting to the VP Finance and heading a team of ten, the majority of whom are qualified.
- Accountabilities include full co-ordination of European forecasting, budgeting, reporting, long term planning and financial review; providing finance support to the European Management team; project management, in particular for the set up of new businesses; acting as a

focus for finance policies and procedures in Europe; management of financial systems support.

- Graduate, probably 'Big 6' trained ACA, with at least five years post qualified experience, including at a senior level in a blue chip retail or consumer goods company.
- Technical excellence allied to strong leadership skills, a sharp intellect, flexibility of approach and exceptional levels of energy and enthusiasm, mixed with an appetite for influencing change and for making a real contribution.
- Positoo offers an excellent entry point to Disney with definite scope for career progression. Regular short duration travel across Europe with occasional visits to California.

Please apply in writing quoting reference 1106 with full career and salary details to: Nigel Bates, Whitehead Selection Limited, 11 Hill Street, London W1X 8BB, Tel: 0171 290 2043



DIVISIONAL FINANCE DIRECTOR

BLUE-CHIP INTERNATIONAL HIGH-TECH MANUFACTURING BUSINESS

MIDLANDS

£100,000 PACKAGE

- This is a high profile finance role, in a business with turnover in excess of £800m, with an emphasis on the development of a more commercial approach to business operations. The successful candidate will work closely with line managers to effect a complete change in attitude towards financial management.
- The individual will define new standards for financial reporting and business analysts, challenge existing assumptions made by line managers and work with the team as a whole to improve the accuracy of budgetary forecasting.
- As a member of the executive management team, the successful candidate will be a key player in the development of future business planning and strategy, and will be expected to take on broader management responsibilities at an early stage. Career development opportunities are excellent and further promotion is likely within 12-18 months.

- Candidates will have first class educational qualifications. They will be degree qualified and ideally have an MBA, as well as an accountancy qualification. Exceptional communication skills are a prerequisite, as is a sense of humour and the ability to influence/motivate others.
- Previous work experience will have been gained at a senior level within a large, complex organisation, ideally manufacturing or technology based. The ideal candidate would be familiar with the design and implementation of financial procedures and controls, and have experience of both financial and non-financial planning.
- Alongside traditional financial management, it would be advantageous to have gained exposure to the broader commercial functions of a company operating within a highly competitive market. Candidates will be proactive, decisive, assertive and ambitious. They will be in their 30's and looking for rapid career progression.

Please apply in writing quoting reference 1070 with full career and salary details to: Jeremy Breaks, Whitehead Selection Limited, 11 Hill Street, London W1X 8BB, Tel: 0171 290 2043



MANAGER, BUSINESS PLANNING AND ANALYSIS

HIGH PROFILE COMMERCIAL ROLE

LONDON

UP TO £70,000 PACKAGE

- One of the largest retail financial services groups in the world with extensive international operations in North America and Asia and a market leader in the UK.
- Following senior management changes in 1995, the Group is undergoing significant change. Its strategy is to build on its existing strengths and to develop new businesses which offer real growth by extending the range of its activities.
- To satisfy management's requirements in controlling and reviewing the Group's performance, a new team has been created within the central finance function which will work directly for the Group Chief Executive and Group Finance Director.
- The Manager, Business Planning and Analysis will be responsible for analysis of the business and financial

performance of one or more operating divisions and will undertake a wide variety of projects that affect the Group as a whole. This demanding role calls for an exceptional individual with the ability to perform at the highest level and to progress further within the Group.

- Aged 28-32, candidates will have a professional qualification or MBA, with experience in financial planning/analysis, ideally gained in a blue chip environment or alternatively as a manager within a professional accounting firm.
- Role calls for sharp intellect, flexibility of approach and excellent interpersonal and communication skills, coupled with the stature to operate at the most senior levels. Candidates must also demonstrate a high level of commercial acumen, drive and ambition.

Please apply in writing quoting reference 1069 with full career and salary details to: Phil Balalbridge, Whitehead Selection Limited, 11 Hill Street, London W1X 8BB, Tel: 0171 290 2043



UK FINANCIAL CONTROL Development Role for Non Sector Specialist

Major US Investment Bank

£55-£65,000 plus bonus

This firm is a fully integrated global investment bank and securities house with an outstanding reputation across all major markets. It has a substantial European presence (including the emerging markets of Eastern Europe) which is centred in London.

A restructuring of the finance function has led to the need to recruit an individual at Vice President level to take responsibility for UK financial reporting and the general ledger. It is anticipated that other areas of responsibility will quickly be added leading ultimately to a total staff complement of c18.

This should be seen as a development role with the brief to alter the balance of activity away from routine processing towards a heightened focus on control and analysis. As the head of the section, you will act as the point of contact with other areas such as operations and product control to improve the quality of information received.

A professionally qualified accountant, you will have

experience of the set up and use of sophisticated financial controls, and outstanding team management skills. This experience could have been gained in investment banking but equally you could be working within the accountancy profession or a fast moving commercial environment where the emphasis is on regular, tight reporting. Systems development experience would be an advantage.

You will have a lateral thinking and creative approach and be looking for an environment where change is encouraged. This represents an excellent opportunity to make a significant contribution to the overall improvement of the financial control function and an ideal point of entry for an ambitious accountant into the investment banking sector.

To apply in strictest confidence, please write quoting Ref: 0111, enclosing a full CV to Tim Musgrave at The Bloomsbury Group, 2nd Floor, Bedford Chambers, Covent Garden, London WC2E 8HA. Or if you prefer call him on 0171 379 1100.

THE BLOOMSBURY GROUP Search & Selection

Financial Accounting

an opportunity for a recently qualified Chartered Accountant to enjoy responsibility Financial Services sector

Our client is a well established investment management Group with a friendly, lively environment and avowed intentions of providing qualified accountants with real management potential.

This position within Group Accounts gives responsibility for a broad range of reporting requirements in both financial and regulatory areas and we are looking for a recently qualified Chartered Accountant with Financial Services exposure. Some knowledge of IMRO and PLA requirements would be particularly advantageous.

Technical knowledge will not be sufficient on its own; we will be looking for people management skills (latent or demonstrable) as well as ambition and the maturity to work with minimum supervision.

Offices are located within easy reach of the City. The salary and benefits package is attractive enough to appeal to top class candidates.

Please send a full CV, including current salary details and quoting reference A3270 to Malcolm Lawson at Codd Johnson Harris, Human Resource Consultants, 12 New Burlington Street, London W1X 1FF.

CJH Codd • Johnson • Harris

International Audit

£45,000PA PLUS BENEFITS

GUINNESS PLC is one of the world's leading consumer goods companies with turnover in excess of £4 billion. Our outstanding portfolio of brands is marketed, distributed and sold through a worldwide network of beer and spirits operations.

With a view to the career development of members of the internal audit team to key roles within the business, opportunities now exist for high-calibre qualified accountants with at least 5 years' p/qe, some of which should have been gained in an operational role, to join our small central team.

Your brief will be to undertake worldwide high level financial and operational reviews across a range of businesses and functions (including production, distribution and marketing) and gain acceptance of your recommendations to improve business processes.

You will be required to demonstrate strong influencing and interpersonal skills as well as the commercial acumen and cultural sensitivity to operate effectively in a truly international environment. In addition to your first-class technical and analytical skills, you will also require strong written and verbal communication abilities. Candidates with linguistic skills, particularly Spanish, will be preferred.

This role offers an excellent opportunity to join the senior financial team of a major PLC, undertake significant international travel and build a long term career in a successful and progressive organisation.

Interested candidates should write in confidence, enclosing a resume together with current remuneration details, marking the envelope 601A to our advising consultants: Chryssaphes Flamminger Associates, Orchard House, 245 Fammersmith Road, London W6 8DP.

GUINNESS PLC

Finance Director

Salary: to £50,000 + car + benefits

Location: Southampton

The Solvay Group is a world wide chemicals and pharmaceutical organisation with sales of over £5 billion in 42 countries. Two of its UK companies, with total sales of £50 million, comprising of human healthcare and animal health, now require a Finance Director, to be based at the headquarters in Southampton. Reporting to the Managing Directors, responsibilities will include:

- Maintaining and operating financial controls, financial planning and budgetary control.
- Advising management on plans for business development and implementation of policies and programmes for profit improvement and financial management.
- Directing operational elements of the company, including Housing, General Services, Computer and Warehouse departments.
- Acting as a member of the executive committees and participating in strategic decision making.

Candidates will be qualified accountants with a minimum of 5-7 years PQE gained ideally in a sales and marketing

environment with a broad base of experience in those areas mentioned above. Experience of the pharmaceutical industry and the Pharmaceutical Price Regulation Scheme would be advantageous, but are not pre-requisites. Candidates will also need to display good judgement, analytical and communication skills as well as demonstrating initiative, business acumen and credibility, to make a significant contribution to the performance and profitability of the Company.

If you believe you have the required experience and drive for this exceptional position please send a covering letter with your Curriculum Vitae to our advising consultant, Jonathan Kidd at Harvey Nash PLC, 13 Bruton Street, London W1X 7AH. (Tel: 0171 333 0033). Please include a daytime telephone number, current salary details and quote reference number: HNF126.

HARVEY NASH PLC



ASTON UNIVERSITY

Director of Finance & Business Services

Excellent Salary

Birmingham

Aston University seeks to appoint an outstanding individual to direct and develop its Finance and Business Services into the 21st Century, and to ensure the efficient and effective management of its financial resources. This is a key appointment in the achievement of the University's objectives during a period when it is anticipated that there will be significant growth and diversification of income sources and expansion of student numbers.

THE POSITION

- Direct and develop in a forward-looking and responsive way Finance Department and other wholly-owned operations including Conference Centre.
- Lead 140 staff. Member of Senior Management Team, reporting directly to Vice-Chancellor. Key role in strategy for achieving growth and diversifying revenue sources.
- Represent University on external bodies; develop external fund-raising.

QUALIFICATIONS

- Wide experience in senior management role, with proven ability to think and plan strategically; appropriate financial skills and professional standing; experience in academic environment an advantage.
- Thorough understanding of effective use of IT, in wide range of strategic and financial applications.
- Excellent leadership and communications skills, with personality, experience and ability to command respect of academic and lay colleagues.

Please send full cv, stating salary, ref BP88107FT, to NBS, Berwick House, 35 Livery Street, Birmingham B3 2PB



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Finance Director

Greenwich Healthcare NHS Trust

c.£60,000

Greenwich

Important and challenging position in a major Trust with ambitious programme of redevelopment. Excellent career opportunity in a strategic role.

THE TRUST

- Provides a range of acute and community services to a population of some 250,000.
- Recently acquired Queen Elizabeth Hospital, Woolwich, from the Ministry of Defence. Extensive refurbishment plans to create new District General Hospital, currently considering options for private finance initiative.
- Annual income of £95m. c.3,000 employees.

THE POSITION

- Executive Board member. Contribute to corporate management of the Trust. Report to Chief Executive.
- Lead and develop the finance function. Support clinical and service directors.

- Provide strong financial management of major capital projects. Pursue private finance initiatives.

QUALIFICATIONS

- Professionally qualified, probably a graduate, with Board level experience ideally in both the private and public sectors, including a period in the NHS.
- Strong manager with flair, imagination and excellent technical skills. Strategic perspective with developed management style, able to make a positive contribution to corporate policy.
- Presence and authority with well developed communication skills. A team player who can make a real impact and build relationships at all levels.

Please send full cv, stating salary, ref PS60112, to NBS, 54 Jermyn Street, London SW1Y 6LX



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Finance Director Designate

Niche Service Industry

£40-50,000 + Benefits

Manchester

Excellent opportunity to join established player at a critical time in its development. Build strong finance function and make significant contribution to future plans. Possible progression to Group Finance Director.

THE ORGANISATION

- Turnover £20m. 500+ staff. Well established leader in its field. Total Quality culture. Diverse specialisations and markets.
- Excellent management information systems subject to continual improvement and upgrading.

THE POSITION

- Lead and develop financial management. Key responsibility for financial analysis of business performance, budgeting, planning and strategy development.
- Review management accounting information. Responsibility for cashflow planning/reporting, pre-audit accounts preparation and tax planning.

- Increase commerciality of non-finance staff.

QUALIFICATIONS

- Qualified Chartered Accountant. Track record of running a finance function. "Hands on", methodical approach. Team builder. Committed and conscientious.
- Ability to evaluate, interpret and present financial information. Strong business/financial analysis skills.
- Able to grasp key business drivers and communicate strategy at all levels. Challenging yet diplomatic. Keen for further progression.

Please send full cv, stating salary, ref MPS014, to NBS, Courthill House, Water Lane, Wilmslow, Cheshire SK9 5AP



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MAJOR USA INVESTMENT BANK - FRANKFURT

SENIOR CREDIT MANAGER

Our client, a major USA investment bank, is seeking an experienced (3 years+) credit manager, to take responsibility, in Frankfurt, for the firm's activities in Germany, Austria and Switzerland.

Responsibilities will include ratings advisory, capital structure, "debt-analysts" related functions, analysis of trading counterparties and assisting in the management of clients credit risk. Additionally candidates must have the ability to assume product manager responsibilities for one of the many trading products handled in Europe and become involved in a variety of broad-based risk management projects.

Educated to Degree/MBA level you will have strong analytical skills, fluency in German/English, and good knowledge of the investment banking industry. Interested candidates should send a copy of their cv to Ron Bradley, quoting reference no P30117 at the address below. All enquiries will be treated in strictest confidence.

Jonathan Wren & Co Ltd, No 1 New Street, London EC2M 4TP
Telephone 0171-623-1266 Facsimile 0171-626-5257

JONATHAN WREN

b a n k i n g

Price Waterhouse

EXECUTIVE SEARCH & SELECTION

Director of Internal Audit

What has the future got in store for you?

c.£50,000 Major Retailer Home Counties

About Us

It is not by accident that we have grown to become a global brand name; it has everything to do with a commitment to quality which has never faltered. We have looked long and hard at how we do business and have rationalised our operations worldwide. We are now looking for the final piece of the management jigsaw to help us drive the business forward with renewed vigour.

A New Role

The challenge of being Director of Internal Audit at such a stage in our development is a particularly enticing one, promising full responsibility for every aspect of the Audit function. Your involvement will be total - planning and overseeing audits across all aspects of the business; liaising closely with Divisional Heads and reporting to the Group Finance Director. Beyond that, your ongoing priorities will be to constantly review and refine existing control procedures and identify potential problem areas.

You ...

... are a qualified accountant with at least 5 years audit experience gained in a multi-site retail environment. Alternatively, you will have done significant work for

major retail chains from within the profession. You will be adept at auditing around complex computer systems, and ideally have an international (particularly US) flavour to your experience.

We Want More ...

... than just the right qualifications. You will have the confidence to be credible at the highest level coupled with an honest and straightforward attitude. We do not want an empire builder or an office politician; we do want a self-motivated and independent individual who believes that the term 'hands on' is more than just a cliché. Above all, you will relish the opportunity to be an agent of change, influencing the direction of a world famous brand name.

The Next Step ...

... is to write to our advising consultant David Hunter quoting reference L-1611, if you feel you can meet the challenge.

Executive Search & Selection,
Price Waterhouse,
No 1 London Bridge,
London SE1 9QL.
Fax: 0171 403 5265.

Levi's

TREASURY MANAGER - Brussels

Excellent Compensation and International Relocation

Levi Strauss & Co is the world's largest branded apparel maker, marketing its products in more than 80 countries and with annual sales exceeding US\$6 billion. A privately owned company with a business vision to be 'the employer of choice', Levi Strauss & Co. is dedicated to sustained responsible commercial success.

The European headquarters in Brussels is seeking a Treasury Manager to join its established team. Reporting to the Managing Director - European Treasury Centre, this person will be involved in developing Treasury strategies to support some 40 operating subsidiaries in Europe.

The key challenges of the role will be:

- To manage the European liquidity position
- To manage the execution of foreign exchange activities
- To co-ordinate intercompany settlements
- To develop and maintain cash management systems and techniques
- To maintain close banking and internal customer relationships

The successful candidate will have a strong academic and professional background, with a minimum of 5 years in Treasury

including practical experience of FX and Options dealings as well as in cash management systems and techniques, either within a Corporate or Banking environment. Equally important is a strong knowledge of banking and FX regulations, a proven track record of teamwork, excellent analytical and negotiation skills.

We are looking for individuals who are self-motivated, creative, opportunity and risk takers, able to work within a high pressured environment, and who can flourish in the Levi Strauss & Co empowered environment.

The challenges, opportunities and rewards with Levi Strauss & Co are exceptional as is the benefits and relocation package that has been structured to attract candidates of the highest calibre. Levi Strauss & Co is an Equal Opportunities employer that actively encourages diversity in its workforce.

Interested individuals will send a Curriculum Vitae, in English, to our advising consultant Kean August on +44 171 209 0001, or by post to FSS Europe, Charlotte House, 14 Windmill Street, London W1P 2DY, UK, telephone +44 171 209 1000 for a confidential discussion.



EUROPEAN AUDITOR

Exciting Pan-European Opportunity for German Speaker

LONDON

Competitive
Salary +
Benefits

With operations in 40 countries spanning Europe, America and Asia this manufacturing group has established market leadership in its core business areas. They are pioneers in their field. The development of leading edge technologies combined with focused, innovative business practices has contributed to dramatic organic and acquisitive growth.

Based near London, the European audit team is young, multi-cultural and commercial. As a key member of this team and working closely with all levels of management, you will review operational and financial aspects of the activities in Europe with a clear focus on Germany, Austria and Switzerland. Troubleshooting, systems development and special project work such as analysing business and technical accounting issues will be important aspects of this role. The successful candidate will therefore be:

- A qualified accountant or equivalent with at least 3 years auditing experience
- Fluent in English and German.
- Relishing the prospect of a multi-cultural role with approximately 40% international travel

This represents a unique opportunity to positively impact upon the efficiency and profitability of the European business, using a consultative approach which will add value. Career prospects are excellent both in Europe and group-wide.

Interested applicants should telephone Robert Macmillan on 0171 404 5501. Alternatively please write in confidence, stating current remuneration, quoting reference number 2185 to Nicholson International Search and Selection Consultants, Brackton House, 34-36 High Holborn, London WC1V 6AS, or fax your details on 0171 404 8128



NICHOLSON
INTERNATIONAL
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FINANCIAL CONTROLLER

Circa £35,000

UK - Southern Home Counties

A major leisure-oriented consumer goods company, with worldwide operations seeks a qualified accountant as Financial Controller for its UK subsidiary at a time of significant and rapid expansion within an overall European group strategy.

Reporting directly to the local Managing Director and functionally to the Group International Controller, the new recruit will lead a team of 15 and assume full responsibility for all financial and administrative affairs which includes controlling an extensive information database and the logistics management internationally in an important product range.

The successful candidate, fluent in English and French, will hold a relevant accounting qualification and is likely to be in the 30 to 35 age range with degree level education, entering a minimum of five years exposure to management and financial accounting in a sophisticated corporate environment, preferably in a retail or distributive sector.

A significant career opportunity at international level is offered within this expanding group, together with an attractive salary package.

Please write in strict confidence to Andrew Blamey, Christopher Beale Associates Limited - 13 Queen Anne's Gate, St. James's Park, London SW1H 9AA

Christopher Beale Associates Limited

MANAGEMENT AND EXECUTIVE SEARCH CONSULTANTS
A member of Greenwich International
London Paris Madrid New York Geneva Milan Brussels

APPOINTMENTS WANTED

SWITZERLAND GLOBAL INTERNAL
AUDIT FIELD MANAGER

Professional with many years varied world leadership experience (banking, finance & services industries). Swiss & Brit, working German & French. Currently employed in a global company with 75% travel & 25% base work from his own base in Zurich desires a more challenging role.

Write to Box 4526, Financial Times,
One Southgate Avenue, London SE1 9BL.

The Top Opportunities Section

Advertise your senior management positions to Europe's business leadership. For information please contact:

Andrew Skarzynski
+44 0171 573 3054

Group Financial Controller

West End up to £42,500 + car

Our client is planning an imminent flotation to fund the acquisition of two specialist publishing businesses. Significant development of these core businesses and further acquisitions are planned. The businesses already operate in most major countries in the world serving industry, commerce and the public sector with t/o c.£20m.

As a direct consequence of this expansion and planned diversification a Group Financial Controller is now sought who will report directly to the Group Finance Director. This is a new role which will focus upon the production of all financially orientated management information for the group including monthly and quarterly reports, budgets, forecasts and special project work. The position will work closely with the Group Finance Director in providing a supportive function to his duties, such as treasury activities and to new initiatives. Furthermore, establishing improved reporting systems and supervision at subsidiary company level, will also be anticipated.

Candidates will be qualified chartered accountants aged early 30's who have excellent technical and public company experience coupled with a sound commercial outlook to assist the development of the business through this new phase. In being a key part of the small head office team, good organisational, interpersonal and common sense skills, as well as being a self starter, will be distinctly advantageous.

Please write enclosing a full curriculum vitae quoting ref 644 to:
Philip Cartwright FCMA, Cartwright Consulting, 3 Wignore Place, London W1H 9DB
Tel: 0171 371 9476 Fax: 0171 371 9478

CARTWRIGHT CONSULTING
FINANCIAL SELECTION & SEARCH

Financial Controllers x 3

Bournemouth • Manchester • Peterborough
Excellent packages + Relocation

Our client is the consumer foods division of a major international corporation with production and processing units throughout the UK, Ireland, mainland Europe, North and Central America. With a worldwide turnover in excess of £1 billion, the Group has experienced an impressive growth rate, and there is an aggressive business expansion strategy in place for the future.

The Group takes pride in its technological leadership, and research and development is given a high priority allowing continuous innovation and new product development. The consumer foods division has grown rapidly, resulting in an increasing profile within the marketplace through the addition of high quality brand names.

As a result of internal promotions within the division and continued business expansion, the company is now looking to recruit three key individuals. Reporting directly to the General Managers of three autonomous operations, the successful candidates will assume responsibility for managing the entire range of financial accounting, reporting, budgeting, operational analysis and business review. These high

profile positions impact on the whole business and a significant level of commercial input is envisaged.

Probably aged 27-35, prospective candidates will be qualified accountants of graduate calibre with a successful track record, ideally gained within a manufacturing based organisation.

Strong negotiating and communication skills are essential, combined with independence, maturity, commercial awareness and above all ambition and adaptability as the roles are certain to broaden and develop; such is the culture of this company, dictated by their rapid rate of progress.

In return, an offer is an excellent remuneration package and the chance to join a forward-thinking company with a young, exciting culture where opportunities for the successful extend worldwide.

Interested candidates should write, clearly stating preferred location, enclosing a full CV, daytime telephone number and details of current remuneration to Shaun Atough ACCA, Michael Page Finance, 1st Floor, 40-42 High Street, Maidenhead, Berkshire SL6 1QE.

Michael Page Finance

Specialists in Financial Recruitment
London Bristol Birmingham Edinburgh Glasgow Leatherhead Leeds
Maidenhead Manchester Nottingham St Albans & Worldwide

c. £100,000 + bonus + benefits Energy/Trading/Commodities Eastern Europe/FSU South East

Group Finance Director

Dynamic, strongly capitalised Group with well-established operations in a number of countries in the FSU seeks an ambitious finance professional to identify, prioritise and structure a broad range of commercial transactions. Key central role with this fast-growing and highly successful £40 million+ business.

THE ROLE

Reporting to and working closely with the Chief Executive. Play a lead role in developing and implementing the strategy of the Group with accountability for success.

Liaising with financial institutions, trade organisations and host country government ministers to develop creative financing solutions for high value capital and infrastructure projects.

Manage substantial long-term investment programmes and related revenue streams to ensure maximum availability and tax efficient use of funds.

THE QUALIFICATIONS

Graduate Chartered Accountant with strong project finance skills and prior involvement in the set up and management of sophisticated joint venture trading agreements in the FSU.

First-class technical skills including tax, treasury and particularly M&A, including ability to initiate innovative financing deals.

Confident, decisive and resilient negotiator with the stature and authority to represent the company effectively in discussions with both the City and foreign institutions.

Leeds 0113 2307774
London 0171 493 1238
Manchester 0161 499 1700

Selector Europe
Spencer Stuart

Please reply with full details to:
Selector Europe, Ref. 2000090164,
16 Cornhill Place,
London WC2R 2BZ

To £85,000 package + options + benefits Quoted Plc South East

Group Finance Director

A highly profitable, well-respected and expanding computer services group now wishes to appoint a Group Finance Director to provide commercial support to the Board as the business continues to grow and develop in the UK and overseas. Challenging role which requires first-class technical skills and an appreciation of how a finance professional can add real value across a business.

THE ROLE

Working with the main Board with responsibility for the financial management and control of the business, supported by a small head office team, and the building of effective relationships with divisional MDs.

Ensuring that the funding and capital structure of the business evolves to support growth, liaising with financial advisors.

Assessing the quality, format and relevance of management information. Evaluating and integrating acquisitions worldwide.

THE QUALIFICATIONS

Dedicated finance professional, aged 35+, with outstanding technical accounting and funding skills and experience in a fast-moving, evolving sector.

First-class analyst and network builder with the gravitas, confidence and credibility to support and influence operational management.

Strong communicator, able to express complex financial concepts and monitor key performance indicators clearly and concisely.

Leeds 0113 2307774
London 0171 493 1238
Manchester 0161 499 1700

Selector Europe
Spencer Stuart

Please reply with full details to:
Selector Europe, Ref. 16099164,
16 Cornhill Place,
London WC2R 2BZ

To £100,000 package + options + benefits Expanding Plc West of London

Group Finance Director

Rare opportunity to join a market-leading, high profile quoted media group with a market capitalisation in excess of £100 million. Pivotal role at board level tasked with delivering further growth, both organically and by acquisition, through enhancing existing reporting and control processes and providing imaginative input into global corporate development activity.

THE ROLE

Providing an authoritative financial management and control service, supported by an established head office finance function.

Operating effective budgeting and forecasting processes to underpin continued, rapid growth and developing an effective tax and treasury function.

Evaluating and completing acquisition opportunities and working with the board in raising further the group's City profile.

THE QUALIFICATIONS

Graduate ACA, aged 35+, with progressive career development in a respected, tightly controlled and fast-moving quoted group. First-class financial reporting and control skills gained both in group and the line.

Energetic, adaptable and quick-witted. Able to devise creative solutions to business problems and think laterally on funding and organisational structures.

Pragmatic and resourceful team player with superior communication skills. Confident and effective in a dynamic, changing culture.

Leeds 0113 2307774
London 0171 493 1238
Manchester 0161 499 1700

Selector Europe
Spencer Stuart

Please reply with full details to:
Selector Europe, Ref. 160490164,
16 Cornhill Place,
London WC2R 2BZ

c. £65,000 package North London

Finance Director

A new appointment to the executive management team of one of Britain's largest multi-campus universities, with some 20,000 students and revenues approaching £80 million. The University is committed to continuing its expansion into the 21st Century as an international centre of excellence across a wide range of disciplines. A broad-based finance professional with a strategic orientation is now sought to provide the financial underpinning to the University's activities and assist in bringing ambitious development plans to fruition.

THE ROLE

Report to the Vice Chancellor with full responsibility for the financial strategy and viability of the University. Direct the budgeting process and provide financial input to strategic discussions.

Develop the University's capital strategy including a £20 million development programme. Maximise income and develop alternative sources of funding.

Provide leadership and management to a 50-strong team in finance and purchasing. Work closely with all University departments relating revenue and capital requirements to academic targets.

THE QUALIFICATIONS

Graduate, qualified accountant with a successful track record as a Finance Director in a commercial/service-led environment.

Experience of major capital programmes and of supporting growth through sound and innovative financial strategies. Strong budgeting and business planning skills.

Computer literate, adaptable with a commitment to higher education. Capable of contributing to the wider remit of leading and managing the University.

Leeds 0113 2307774
London 0171 493 1238
Manchester 0161 499 1700

Selector Europe
Spencer Stuart

Please reply with full details to:
Selector Europe, Ref. 160470164,
16 Cornhill Place,
London WC2R 2BZ

Group Treasurer

North West c. £40,000 + Car + Bens

Our client is a leading manufacturer of speciality chemicals supplying niche markets throughout the world. With annual turnover approaching £400 million, this rapidly growing plc are already market leaders in many of their chosen fields, and are poised to capitalise on their strong performance to date through further development of their value-added products in both new and existing markets.

They now seek to appoint a high calibre Group Treasurer to assume full responsibility for treasury management, reporting directly to the Group Finance Director. More specifically, you will manage the domestic and overseas bank relationships, control systems and forward currency dealings, whilst maintaining a clear focus throughout the Group on compliance with Group Treasury policies. In addition, you will take on ad-hoc operational

analysis and acquisition project work, and deal with the taxation implications of the treasury operations.

Candidates are likely to be qualified Chartered Accountants aged 35, with strong spreadsheet skills and preferably some exposure to treasury management. You will be a highly motivated self-starter, with strong analytical skills developed in a blue-chip environment. The successful candidate will have excellent interpersonal skills, a hands-on approach and a keen desire to get the job done.

If you have the ambition to succeed in this demanding international environment, then forward a full curriculum vitae including salary details to John Phillips ACA at Michael Page Finance, Clarendon House, 81 Mosley Street, Manchester M2 3LQ or fax 0161 236 6961 quoting reference 267890.

Michael Page Finance

Specialists in Financial Recruitment
London Bristol Birmingham Edinburgh Glasgow Leatherhead Leeds
Maidenhead Manchester Nottingham St Albans & Worldwide

DEPUTY DIRECTOR OF FINANCE

North West c.£50,000, Fully Expensed Car, Bonus and Benefits Package
A Newly Created Highly Visible Role In Established Plc

This is an excellent opportunity for a talented finance professional to join a major division (turnover c.£300m) of a substantial multinational household name. Operating internationally at the forefront of a competitive fast moving sector they have established an impressive track record of growth and profits in recent years. This newly created role is viewed as an important element in the short and long term strategy of the division.

Reporting to, and working closely with, the Finance Director and other Board members, you will assume responsibility for the full spectrum of financial management and control. You will lead and motivate a large finance function to meet the increasingly demanding and sophisticated requirements of a rapidly evolving business, drive the development of financial and management reporting and perform a key role in the implementation of a

new accounting system. You will frequently deputise and make decisions in the absence of the Finance Director and provide an informed commercial perspective on a broad range of operational and strategic issues.

To be considered you will be a Graduate Chartered Accountant in your early to mid thirties. Your track record to date should demonstrate success in a senior management role in a division of a substantial group, ideally within a fast-moving, marketing led environment. A robust personality, high levels of energy and drive coupled with good attention to detail and commercial acumen are qualities required to enable you to succeed within this dynamic and changing environment. Future career prospects are excellent.

The remuneration/benefits package reflects the importance of the appointment and will not prove to be a bar in the final selection process.

STARK BROOKS

Please reply providing a detailed curriculum vitae, including current salary details and daytime telephone number to Sally Touni, Stark Brooks Associated Ltd, Suite 4, 2nd Floor, St James's Buildings, Oxford Street, Manchester M1 6GQ, by no later than Monday, 22nd January 1996.



- Have you the accounting talent and professionalism to contribute significantly to a world class Internal Audit function?
- Are you a highly independent and self-reliant individual?
- Do you take pride in your incisive analytical skills and keen sense of focus?
- Have you an exceptional ability for building positive relationships?
- Can you convince others where you stand on major issues and matters of principle?
- Do you take control and make it happen to the highest standards of quality and exactness?
- Are you extremely adaptable, thriving on opportunities to experience new and different situations?

INTERNATIONAL AUDITING

Operating in over 70 countries around the globe. An annual Group turnover of almost \$9 billion. A philosophy based on recruiting, developing and maintaining the best talent throughout the organisation. As the world's largest pharmaceutical organisation, the newly created GLAXO WELLCOME is totally committed to building its business through the excellence of its research and the talent of its people. GLAXO WELLCOME is not only a household name - but an international organisation with an unparalleled reputation for quality and innovation.

Focused on standards of excellence across our entire business operations, we are constantly reviewing our practices, procedures and systems to ensure optimum levels of effectiveness. Our recently formed International Auditing Function - a dedicated team with a truly worldwide perspective - reflects this commitment and it is here that we require exceptional talent to fill exceptional roles.

As one of our team of International Auditors, working in a non-hierarchical structure and reporting straight to the Director of Internal Audit, you are a true professional whose qualities will add to the success of this key department. An experienced Auditor who understands international cultural differences, can take into local needs and is committed to 'best practice'. You will consistently enhance practices and processes, recommending and following through key changes, thereby adding value to the operating companies' management process.

ACA or equivalent qualification is essential, together with a minimum of 4 years post-qualification international auditing and operational experience gained from within the profession and/or a commercial environment. You should have comprehensive IT audit skills and have developed a high degree of sensitivity to international cultures. Readily able to work on your own initiative, highly self-

motivated and tenacious, you will be sensitive to local needs whilst ensuring that your objectives are met.

Although based in London, you must be prepared to undertake significant worldwide travel throughout the GLAXO WELLCOME organisation, often spending several weeks away from home.

The remuneration packages reflect the importance placed on these key roles which can offer outstanding career openings into the world's largest pharmaceutical organisation.

If you recognise these as the most challenging openings in International Auditing currently available, respond now by calling Tina Spang at Gallup Selection on 01932 828528 between 9.00am - 5.30pm, Monday - Friday.

Closing date: 19th January 1996.

HEAD OF FINANCE - CENTRAL AND EASTERN EUROPE

MULTINATIONAL
FMCC

Our client is one of the world's leading US based FMCC multinationals, with operations in over 200 countries and turnover in excess of \$8bn. The Group's success is based on a commitment to provide products and services that meet the requirements of all its customers and consumers, the first time, every time. This is achieved by continuous innovation and improvement in everything it does.

An opportunity now exists for an outstanding finance professional to head up the rapidly expanding Central and Eastern Europe Division. Based in London, you will travel extensively to these regions. Reporting to the Regional Director, your brief will be to provide an effective finance function designed clearly to monitor, control and "add value" to the business. Specifically, this will include:

- Providing positive direction to the achievements of the financial goals of the Division through the evaluation of financial and strategic plans and the review of performance
- Ensuring that the Division meets its Corporate and Statutory obligations through the maintenance of proper financial records and procedures across the specific regions
- Participating as a member of the Central and Eastern Europe senior management team in the overall direction of the Division
- Generating incremental profits through new initiatives.

Success will be judged by the bottom line effect on profit and the level of internal control achieved in acquired and newly formed businesses.

A qualified accountant, you will have gained an impressive record of achievement in a blue-chip, FMCC environment. You are young (aged 30-40), and have enjoyed a rapid career path to date. You have a genuine "feel" for business which is characterised by a down-to-earth, "streetwise" approach and have the confidence to follow your own instincts.

An attractive starting package and the potential to develop an outstanding career in a true meritocracy complete the opportunity. Interested candidates should apply to Jonathan Jones of Jones Christopher enclosing your full CV and remuneration details. Please quote JJ2667 on all correspondence.

LONDON BASED

TO £55,000 +
EXECUTIVE
BENEFITS

JONES • CHRISTOPHER

FINANCIAL RECRUITMENT CONSULTANTS
4th Floor, Lincolns Hall, 162-168 Regent Street, London W1R 5EB. Tel: 0171 306 3282 Fax: 0171 734 6280

Senior Internal Auditor

The Internal Audit Directorate at the Ministry of Defence, Sultanate of Oman is seeking a Senior Internal Auditor. The post is offered on an accompanied contract for an initial period of 2 years, renewable annually thereafter by mutual agreement.

Based at the HQ MOD in Muscat, you will visit military establishments throughout the Sultanate, undertaking systems-based internal audit functions for the Ministry of Defence and the three Services, including the "FES". Duties will also involve the training of Omani Auditors.

The Internal Audit Directorate makes a recognised and valuable contribution to the Ministry. It is in the process of revising its approach in order to provide a more responsible service to all levels of Command/Management, the successful applicant will contribute towards these exciting developments.

Preferably under 50 years of age, you will be a qualified Accountant with at least 7 years

diversified internal audit experience at a senior level.

Terms of service include annual pay in Omani Rials equivalent to Pounds Sterling £24,917 and annual transport allowance of £3,190. There is an end of contract gratuity of 20% of the total pay received (pay, allowance and gratuity are TAX-FREE and fully remittable world-wide). In addition an attractive benefits package includes 40 days annual leave with 2 return flights home for self and eligible family, free fully furnished air-conditioned accommodation and utilities, free medical care and first class recreational and sport facilities.

To apply, please write with a detailed CV, quoting reference number MOD/002 to: The Recruiting Officer (L), Military Attaché Office, Embassy of the Sultanate of Oman, 64 Eastmore Gardens, London SW7 1NH.

Closing date for receipt of applications: 2 February 1996. Interviews will be held in London, week commencing 18 March 1996.

MINISTRY OF DEFENCE
SULTANATE OF OMAN

Young Chartered Accountants

to provide strong systems project skills coupled with first class communication abilities

Our client is an independent well established investment management Group with a substantial retail base as well as institutional business.

We are looking for two bright, ambitious Chartered Accountants, probably in their mid to late twenties, to take responsibility for the enhancement of current systems, focusing on the needs of customers, both internal and external. It follows that we will prefer candidates with a project orientation, ideally but not exclusively within the financial services industry. Crucially, however, we will be insisting on strong communication skills emphasising the need to relate to differing personalities at all levels within the organisation.

Creativity to produce sophisticated solutions, determination to drive enhancements through and subtlety to ensure smooth transitions are all important facets of the positions.

These posts are seen as grooming and testing potential management and as such career opportunities are first class. Meanwhile the salary and benefits package is unlikely to disappoint the best.

Please send a full CV, including current salary details and quoting reference A3280 to Malcolm Lawson at Codd Johnson Harris, Human Resource Consultants, 12 New Burlington Street, London W1X 1FF.

CJH Codd • Johnson • Harris

APPOINTMENTS ADVERTISING

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For further
information please
call:

Andrew Skarzynski
on
+44 0171 873 4054

Toby Fintin-Crofts on
+44 0171 873 3456

Robert Hunt
on
+44 0171 873 4059

FINANCIAL ANALYSTS (India)

Based Bangalore Highly Attractive Package

Our client is one of India's most successful and entrepreneurial multinational groups engaged in Spirits, Brewing, Engineering, Pharmaceuticals and Petrochemicals with the majority of its operations in emerging markets. The group has an aggressive and ambitious growth strategy and this is a unique opportunity to join the Spirits Division's dynamic Finance team.

The Positions

- ◆ Support growth through improved financial planning and analyses for a variety of business sectors.
- ◆ Analyse financial and business information and prepare incisive reports on operating performance.
- ◆ Undertake capital investment appraisals, competitor analysis, interpret market trends and business reviews and present findings and recommendations to management at senior level.

The Person

- ◆ Ambitious Graduate Accountant/ MBA aged 27-35. Financial planning and analysis experience with entrepreneurial and business flair.
- ◆ Strategic thinker. Excellent analytical and interpersonal skills are essential, along with the self confidence to challenge and influence at senior levels.
- ◆ Commercially astute and self motivated. Confident team player with hands on approach.

Interested candidates should write with a CV quoting reference FA552, stating current and expected earnings to, Mr Vinit Veda at Withey & Veda, Status Park Four, Bath Road, Heathrow, Hayes, Middlesex UB3 5EY Tel: 0181 754 1133 or Fax: 0181 754 0638

Withey & Veda
Consultancy • Search • Selection

My client is an international leading Telecommunication and Information Company. The continuous growth of the company is the challenge of tomorrow. The given environment creates an outstanding opportunity for an ambitious

Corporate Accountant

The requirement is for an ACA, ACCA or CIMA with two to four years post qualification experience in an international company - preferably in a similar function in Finance and Controlling or with an international Audit Company.

YOU are a 'generalist' with sound experience in the consolidation of companies financial statements, financial analysis and in preparing financial statements to accordance with IAS.

YOU are looking to join a dynamic young team and bring with you excellent communication skills and familiarity with commonly used PC software.

As YOUR place of work would be in the area of Bonn - Köln/Germany, competence in the German language is expected.

Please send your CV, quoting current salary to...

CC
BERATUNG FÜR FÜHRUNGSKRÄFTE

CZWALINA CONSULTING
INZLINGER STRASSE 65 CH-4125 RIEHEN
TELEFON (00 41) 61/641 16 50 UND 641 16 21 FAX 61/641 60 19

Group Finance Manager

S.W. London £40,000 + car + bonus

Our client is an exciting industrial plc with a superb performance record achieving year on year growth both organically and by acquisition. The Group holds dominant positions in the markets it serves and has tripled the level of activity, to c£200m, over the last four years, aiming to continue such growth and development through its base of strong core businesses.

A key element of this development is to now appoint a Group Finance Manager who, based at the Corporate Headquarters with the small but high calibre management team and reporting to the Chief Financial Officer, will have three prime areas of responsibility:

- group accounting, statutory accounts, budgets, forecasts and the provision of management information for the Board
- to upgrade the group's computerised financial reporting system
- to exercise group financial control over operating subsidiaries

Candidates for this challenging role should be qualified chartered accountants, aged early 30's, with first class accounting and PC skills coupled with excellent inter-personal abilities. Furthermore an enthusiastic and pragmatic approach are pre-requisites as the successful candidate will be working and liaising at all levels within this progressive group.

Please write enclosing your full curriculum vitae quoting ref 643 to: Philip Cartwright FCMA, Cartwright Consulting, 3 Wigmore Place, Cavendish Square, London W1H 9DB Tel: 0171 371 9476 Fax: 0171 371 9478.

CARTWRIGHT CONSULTING
FINANCIAL SELECTION & SEARCH



INTERNATIONAL INSTITUTE OF TROPICAL AGRICULTURE

POSITION ANNOUNCEMENT - HEAD OF INTERNAL AUDIT

Due to an internal promotion, the International Institute of Tropical Agriculture (IITA), based in Ibadan, Nigeria, and with a mandate for agricultural research in sub-Saharan Africa, seeks a suitable candidate to head its Internal Audit Unit, with a staff of four.

IITA is one of the nonprofit, international agricultural research centers in a worldwide consortium sponsored by the World Bank, the Food and Agriculture Organization (FAO) of the United Nations, the United Nations Development Program, and over 40 contributing donor countries and institutes. IITA's headquarters, situated on a 1000 hectare campus on the outskirts of the city of Ibadan, comprises research laboratories and experimental fields, excellent housing and recreation facilities, an international school for children up to the age of 12, and good communication and transportation infrastructure. Salary and benefits are internationally competitive, free of Nigerian income tax, and include a personal car, support for education of children, annual home leave travel, and health service and insurance.

IITA stations and research sites are located throughout sub-Saharan Africa and as a consequence the successful candidate will be required to travel frequently. Fluency in both written and oral English is essential, and a working knowledge of French is desirable. Previous international experience, particularly in a developing country, would be considered an advantage.

A professional certification (CA, CMA or CPA) and a minimum of 10 years accounting/auditing experience is essential. Ideally, candidates will have worked in a variety of organizations and possess broad-based experience of assessing management issues, encompassing operations as well as financial statement preparation/review. Accounting software running on DEC Alpha machines, as well as a large PC network, with associated good computer systems knowledge.

Applicants for this position are invited to send their curriculum vitae, the names and addresses of three professional referees (including telephone, fax and email numbers), before 31 January, 1996, to:

Dr. Lukas Brader
Director General IITA
c/o L.W. Lambourn & Co Ltd,
Carolyn House, 26 Dingwall Road,
Croydon, CR9 3EE, UK.

Dr. Lukas Brader
Director General IITA
c/o CIAT-Miami,
P.O. Box 025443,
Miami, FL 33102, U.S.A.

Price Waterhouse
EXECUTIVE SEARCH & SELECTION

Group Finance Director (Designate)

Major Leisure Based plc in North East
c.£100,000 package

About Us
We are a broad based hospitality business acknowledged for delivering excellent value for our products and services. Our strategy has been to diversify into developing new leisure associated businesses. This has been successfully achieved with the net result that these activities now account for fifty per cent of our business. We are committed to improving quality of life among our customers, and our aim is always to meet and exceed our customers expectations. We are well respected in the City as much for the things we have not done as those we have achieved.

Our Future
... is bright. With a turnover well in excess of a quarter of a billion we are well placed to move forward in markets which are projected to grow over the next decade. Exploitation of these markets will require a high degree of flexibility in extremely competitive conditions. We are a financially strong group. What we need now is an outstanding Group Finance Director.

Our Style
Direct, open and hands on. We are a practical professional management team working in Group Headquarters. We are focused on providing excellent service and value to our customers. We are not afraid of change, or innovation (and what we have achieved over the past few years demonstrates this). We develop our people, as we know that it is teamwork which will ensure we succeed.

The Role
Typical for a Group Finance Director with a substantial plc. It combines financial responsibility with the opportunity to make a real contribution to the management of the Group and liaise with the investors and city representatives. This is a role which can be taken beyond the processing of numbers. We are looking for someone with a highly proactive approach who understands the added value they can bring to running a business of this scale.

You
... are likely to be a Chartered Accountant and will certainly have reached a senior level in financial management either in a manufacturing or service based industry. You will be hungry to progress, confident of your own ability to confront and champion issues with tact and charm. You will have operating experience and are also likely to have worked at the centre of a plc. Alternatively you may be the Finance Director of a substantial division. Your style should be creative and innovative - rather than pedantic. You will have a 'hands on' style, be highly IT literate and our mix of businesses will excite you.

Next Step
Please write to our advising consultant Jenny Mayes, quoting reference G/0074, at the address below. Alternatively if you would like a discreet conversation about the role, please call her on 0121 200 3000. Executive Search & Selection, Price Waterhouse, 19 Cornwall Street, Birmingham B3 2DT.

Price Waterhouse
EXECUTIVE SEARCH & SELECTION

Finance Director Designate

c.£45,000 Package St Helens

This family owned business is a worldwide leader in its field with representation throughout Western and Eastern Europe, the Americas and the Far East. Providers of high quality technical services to commodity traders, mining companies, governments and metallurgical consumers, the group has expanded its range of sector and geography throughout the past 10 years. The shareholders plan to continue this development, building on a reputation for quality, leading edge technology and a strong sales presence whilst preserving an informal management style and freedom from external interference.

Having ensured financial security and robust accounting systems, the current Finance Director plans to retire in the foreseeable future and the search has begun for his successor. This is a commercial position with responsibility for detailed personnel, legal, insurance, banking and international trade matters in addition to traditional financial duties. Credit management, the financing of capital and project expenditure and continued improvements in management information are

key elements of the role. The quantification, control and management of business risk is the ultimate objective. You are likely to be 40+, a qualified accountant and you are familiar with the demands of a family business. You have considerable international experience - ideally including Eastern Europe and/or the Far East - and you have worked in a sophisticated group structure. You have a good understanding of service industry and you can control a complex sales ledger. Above all, you are a commercial finance manager of sound judgement. You understand what makes your business tick and you have been able to contribute to a wide range of business decisions.

Write with full CV and remuneration details, quoting reference D/0073, to Mark Hartshorne at: Executive Search & Selection, Price Waterhouse, 19 Cornwall Street, Birmingham, B3 2DT.

City of Westminster
An Equal Opportunities Employer

Price Waterhouse
EXECUTIVE SEARCH & SELECTION

Head of Finance & Support Services

Chief Officers' Board Appointment with high profile city council
c.£60,000 + car + benefits London SW1

About Us
What can we tell you about us that you haven't already read? Unless you have worked with us, you won't know what lies behind the headlines. In short, Westminster is a dynamic, innovative organisation, often attracting media attention.

Our style
We encourage a direct, open and honest management style. We are fast moving - too fast for some! We believe in delegative decision making and look for solutions to be generated from below rather than dictated from above. We expect people to make an active contribution to debate which, at this level, means contributing to the corporate working of the Council on the Chief Officers' Board.

A New Post
The creation of this post is the result of a major reorganisation of the Council - something the new incumbent will be expected to make a major contribution to. This is a key post, responsible for the effective management of the corporate finance function embracing financial strategy, corporate accountancy, revenue collection, insurance, borrowing and investment. It also involves managing and developing personnel, property and IT support services. In total, this means the control of Council revenue well in excess of £1 billion.

About You
A qualified accountant, you may have a background in the private or public sector - a combination of the two would be of particular interest. Alternatively, you may have worked in consultancy. You will already have a track record of financial and people management in a complex environment and have successfully delivered organisational change, but you now feel ready for more. You are hungry, striving to progress, looking to make a greater contribution on a bigger stage - perhaps you see yourself as a Chief Executive of the future.

Your Next Step
Call Price Waterhouse's information pack line on 0171-939 4141 (24 hour answerphone) for further details. If you would like an informal or confidential discussion about this appointment, call our advising consultant Michael J Phillips on 0171-939 5929. Please quote reference M/1615/FT.

Executive Search & Selection, Price Waterhouse, No 1 London Bridge, London, SE1 9QL. Fax: 0171-403 5265.

GROUP ACCOUNTANT

Major Strategic Change

West/South West London

£30 - £35,000, Car, Benefits

A multi-national blue chip Group, our client is a leading brand name in the provision of consumer goods and services with operations in the UK, Continental Europe, North America, Australasia and the Far East. As a result of a major reorganisation, driven by exciting strategic change, this role has arisen at its head office.

As a key member of the Group financial reporting team, you will have substantial involvement in:

- All aspects of Group reporting including consolidations and analysis for external reporting.
- Preparation and analysis of the monthly management reports for the Board and senior management.
- Liaison with business units on financial data and plans.
- Ad hoc projects including acquisition and disposal accounting, systems development and technical issues.

These responsibilities are unusually broad and involve exposure at the highest levels. You will therefore be a recently qualified ACA, preferably trained within a Big 6 London office, with excellent technical skills as well as a good business perspective.

A team player, who is committed and energetic with a good sense of humour, you must be a self-starter with well-developed time management skills, PC skills, an attention to detail and an ability to work to tight deadlines are vital. The opportunities within this young team are significant but the demands will be equally great.

Interested candidates should write with full CV, quoting current rewards package, to Karen Wilson, Hoggett Bowers, 7-9 Bream's Buildings, Chancery Lane, London EC4A 1DY, Tel: 0171 430 9000, Fax: 0171 405 5995 quoting ref: HKW/14016/FT.

Hoggett Bowers

EXECUTIVE SEARCH & SELECTION



FINANCIAL PLANNING & ANALYSIS

North London

Up to £40,000, Car, Benefits

A major force in its area of consumer goods, our client now requires a young, commercial Accountant for this high profile opportunity.

Reporting to the Group Financial Controller, the successful candidate will serve as the prime agent of review of the US subsidiary. Specifically you will:

- Review strategy and targets as well as the US trading environment and the relative performance of competitors.
- Analyse all aspects of budgeting and forecasting in addition to interpreting sales, margin and cashflow reporting.
- Develop board reporting of key operational issues.
- Provide added value services and thereby assist in driving the business forward.

A qualified Accountant with a broad financial management background, as well as strong financial planning and analysis experience, your commercial acumen must be one of your greatest assets. Your personal credibility will be a reflection of your sharp business mind and your strong relationship building and influencing skills.

You will have worked in a fast moving, preferably international, environment and you will have the high levels of stamina and the enthusiasm required for this challenge.

Interested candidates should write with full CV, quoting current rewards package, to Karen Wilson, Hoggett Bowers, 7-9 Bream's Buildings, Chancery Lane, London EC4A 1DY, Tel: 0171 430 9000, Fax: 0171 405 5995 quoting ref: HKW/13849/FT.

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MANAGEMENT

JOHN KAY

A question of clarity and certainty



Don Cruickshank, the telecoms regulator, has proposed that the licences of BT (and other telecom companies) should be modified to include a general prohibition on anti-competitive behaviour.

This proposal is strongly resisted by BT, which argues that practices that cause concern should be the subject of specific prohibitions. These would be inserted in the company's licence, subject to a right of appeal to the Monopolies and Mergers Commission.

The parable of BT's dress code deserves to be more widely told. After privatisation, the company decided it was time to shake off the sloppy dress habits of the public sector. A directive went round telling senior employees that they should adopt suitable business dress.

The directive caused some resentment. Those who opposed it demanded greater clarity and certainty. When they went to the wardrobe in the morning, how could they know what would represent suitable business dress.

After advice from its legal and regulatory affairs department, the company agreed to promulgate a dress code. Senior male employees were expected to wear smart suits, shirts with collars, and ties. It was not long before someone came to the office in a red suit. When criticised, he pointed to the terms of the dress code. The suit was undeniably smart but it was the smartness of a nightgown rather than a boardroom.

So the dress code had to specify colour. Red was out, grey was in. But what of blue? Some blues were clearly acceptable. The chairman's favourite suit, in fact, was a fetching shade of navy. But bright blues could not be admitted. So how bright was bright? BT research came up with the answer. Brightness is determined by how much light a fabric reflects. A machine could measure this, and one was soon constructed and installed in the reception areas.

But this posed a more intractable problem. It was simply impossible to define which colours and

motifs were acceptable. A clearance procedure seemed the best answer. Anyone who bought a new tie could submit it to the dress code department, which had 42 days to rule on whether or not it was suitable business dress.

This was difficult, since the appropriateness of a tie might depend on the context - the suit and the shirt that went with it. So decisions were rather conservative. This raised the issue of an appeal mechanism.

Delegating discretion over approval of ties to the dress code department made it judge and jury in implementing regulations it had devised. But this violated natural justice. The company agreed that a small group of senior directors, with an independent fashion adviser, would bear complaints from employees who felt their ties had been unreason-

The world is rarely clear, and if it seems so today it will have ceased to be so tomorrow

ably rejected.

But there was the more general problem of changing fashion. After all, it was not so long since every gentleman had gone to work in a wing collar and frock coat. Not only were other forms of dress now acceptable, but wing collars had probably ceased to be acceptable. Not the image of a modern information company. A well-known fashion designer agreed to chair a standing working party to advise the company on fashion trends.

By this time, the dress code extended to 50 pages, largely impenetrable. No sensible employee read it, and when they were given a copy they were told that if they only behaved sensibly they would probably be all right. Knowledge of its contents was confined to the dress department, which by this time consisted of 20 people, mostly lawyers, the union representative who negotiated over it, and a few cranks who enjoyed pointing out inconsistencies and anomalies in the

code. Eventually a new management came in, determined to sweep the dress code department away. They quickly realised there were two alternatives. One was to supply a uniform to all employees. This was obviously an intolerable interference in personal affairs.

The other was to sweep away the dress code and renew the instruction to everyone to wear suitable business dress. If anyone was in genuine doubt as to what constituted suitable business dress and not many people were - they were advised to leave a word with the dress regulator. He had been given this role precisely because of his sound judgement and range of business experience. What the regulator said bound no one, but to ignore his advice was injudicious and might prejudice advancement in the company.

The demand for clarity and certainty in regulation has great superficial plausibility, and it is because it is difficult to argue against clarity and certainty that it is best to resort to a parable. The world is rarely clear and certain, and if it seems so today it will have ceased to be so tomorrow.

It is no more possible or sensible to give an exhaustive description of what constitutes anti-competitive behaviour than to give an equivalent description of suitable business dress. When is it competitive and when is it predatory to charge a low price? Or different prices to different customers?

In both cases, you can exemplify things that are not, and illustrate things that are. But what you are trying to promote is an attitude and a style of behaviour. For those who understand that, formal rules are irrelevant for those who do not, they have very little value.

The demand for clarity and certainty comes from two sources. It comes from naive people who do not realise that effective regulation which eliminated discretion would ultimately lead to intrusion into every aspect of business life. And it comes from those who are very far from naive, and who understand that the sheer impracticality of what they seek would emasculate regulation in interminable legalism.

For entrepreneurs who have built a successful family-owned business from scratch, handing over control to someone else can be fraught with difficulties.

Is there a son or daughter willing or able to take on the job? If not, is there a manager who can take over, or should an external appointment be considered? Should a different form of ownership be considered, and what would the implications be for the family's stake?

Earlier this month, Ingvar Kamprad, Swedish founder of Ikea, disclosed that he did not want any of his three sons to become chief executive of the furniture store chain because of the risk that disputes between them could damage the business. "They accept my reasoning," he said.

In contrast, Atlet, a lift-truck producer based near Gothenburg, is pinning its hopes on "keeping it in the family". Last year, Marianne Nilsson, 34-year-old daughter of company founder Knut Jacobsson, was appointed managing director - just seven years after suggesting to her father that she should take more interest in the family business.

The appointment sparked intense interest in Sweden because of the rarity of such a senior appointment for a woman anywhere in European engineering, let alone in Scandinavia. It also showed that solutions vary to the problems of succession.

Atlet's history bears many of the hallmarks of the typical European engineering company built from nothing by one entrepreneur/manager/technician. "The culture of Knut is between the walls here," says Nilsson.

Jacobsson founded Atlet in 1958 without capital, products or organisation. He even purchased his first components with money his wife Rajni had saved to buy a scooter.

Mrs Jacobsson never got her scooter, but in the past 38 years Atlet has been transformed. What began as a producer of a handful of pedestrian and ride-on stacking trucks has become Europe's fourth-largest supplier of warehouse lift-trucks with projected sales for 1996 of SKr1bn (£100m). It remains fully owned by Jacobsson and his family.

Success has resulted in large part from the characteristics often seen in small to medium-sized engineering companies, such as good product design and development. Atlet has also developed a manufacturing process that allows virtually every lift-truck to be made to order.

Nilsson is the third of five sisters - the others are a dentist, a doctor, a psychologist and a teacher. It had never been intended that she would join Atlet but, she says, "I had been selling pharmaceuticals, so I thought 'Why not sell lift-trucks instead'."

According to Nilsson, her father had not thought much about the



In the driving seat: Marianne Nilsson, newly appointed managing director, with her father and company founder Knut Jacobsson

Family planning

The succession issue was solved for a Swedish lift-truck maker by the founder's daughter, writes Andrew Baxter

succession issue until she suggested early in 1988 that she might join the company. Coincidentally, around this time Atlet's board of outside directors had begun talking to Jacobsson about the succession, and in 1991 the founder and his wife attended an IMD seminar in Lausanne on how family-owned companies can address the issue of succession. "It enabled them to see how other companies have handled the issue," says Nilsson.

Atlet spent some time looking at how other Swedish family-owned companies, including Ikea and Tetra Pak, the packaging producer, coped with their succession issues, but the lessons were limited, says Nilsson, by the fact that the industries and markets were so different.

She dates her active involvement with Atlet from 1988, when she began a business administration degree course, but she joined the company in a full sense only in 1992. She worked at first on a components supply project before becoming export manager and then marketing director.

In November 1994, Nilsson was named managing director-designate, and took on the role fully last April, when her father, now 72, became chairman of the board.

Nilsson's rise through the com-

pany has been remarkably quick, and she admits it may have been better if the succession process had been decided 10 years earlier.

She is not unique in taking on the managing directorship of an engineering company so young - Sir Anthony Bamford, for example, was 30 when he became managing director (and later chairman) of J.C. Bamford Excavators (JCB), albeit after a longer period working in various roles at the UK construction equipment manufacturer.

Moreover, Nilsson stresses, her appointment was not automatic, and she has had to prove herself.

As a family member, however, she did have one clear advantage. Although there were inquiries from outsiders interested in the managing director's job, Atlet did not consider an external appointment seriously. "In a medium-sized company that is completely family-owned, it would have been a difficult position for that person," says Nilsson.

She suggests that one way for family-owned companies to cope successfully with the succession issue is to have a "good, valid business idea". Atlet, for example, has stuck rigidly to its mission of increasing the efficiency of its customers' internal materials handling - resisting the temptation even to produce lift-trucks for external use.

The role of the non-executives was also important, and not only for prodding Jacobsson to think about the succession. As they did not know her, they took some time to be convinced she was the right person for the job, and provided a foil to Atlet's family council - Jacobsson and his five daughters. The other sisters, two of whom are married to Atlet employees, supported Marianne's push for the top.

It has also been important for Atlet to strike a balance between achieving continuity - in management policy and culture - and accepting the need for change because personalities vary.

Nilsson has been careful not to take on too much at once. She is not an engineer, and sees that it makes sense for her father to keep overall control of product development. "That's his baby," she says.

In other matters, Nilsson is in control on a day-to-day basis, although she admits she would clear any big changes with her father and she will delegate more than he did, especially on technical issues.

Employees, in turn, are having to adjust, says Lars Gustafsson, marketing manager. "They are realising that they cannot always delegate upwards, as they used to with Knut. They have to take more responsibility."

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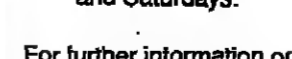
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ARTS

Britain takes on Broadway

Alastair Macaulay discusses the two-way theatre traffic across the Atlantic

Anyone who watches theatre in both New York and London will be aware of the intense two-way correspondences between the two. Virtually any Arthur Miller premiere will be produced in London very soon after its American opening; and, a little later, any Sondheim too. The off-Broadway success of *Three Tall Women* in February 1984 promptly led to the West End production of the same play with Maggie Smith. And so it goes. Terrence McNally's gruesome but popular star-vehicle *Master Class* is one of the latest American candidates for the West End.

But it is especially fascinating to watch New York productions of spoken plays whose original British productions you have watched in London. During 1995, I caught no less than four New York stagings of plays or productions that had started life at London's National Theatre: in June, the Lincoln Center *Arcadia* and the Broadway *Indiscretions* (i.e. *Les Parents Terribles*); in December, the Lincoln Center *Racing Demon* and the Off-Broadway *Mrs Klein*.

Tom Stoppard's *Arcadia* and David Hare's *Racing Demon*, although presented on the thrust stage of New York's Vivian Beaumont Theatre amid a semi-circular auditorium, were both restaged by their original directors, Trevor Nunn and Sean Mathias, and remained very close to their original National Theatre pro-

ductions. Both plays are so thoroughly English that a high proportion of critical scrutiny has focused on the quality of the actors' English accents. On the other hand, theatre at Lincoln Center has so Anglophile an audience that a great deal of interest is virtually guaranteed for these productions.

The main event of the New York *Mrs Klein* is that its title role is played by Uta Hagen. Called "the queen of off-Broadway", Hagen is chiefly known in Britain for her books about the art of acting and for her 1984 performance here as Martha in Edward Albee's *Who's Afraid of Virginia Woolf?*, a role she had created in New York in 1962. Her distinguished New York career, including major roles by Shakespeare, Turgenev, Chekhov, Bernard Shaw, Clifford Odets, and Tennessee Williams, spans back to 1937.

Her Melanie Klein was among the most skilful, subtle, and potent performances I have seen in the American theatre. Yet about half of it felt less like Mrs Klein than a master-class in Great Acting. Her pacing abounded in virtuosic transitions of tone that did not always ring true; and her gestures were often more ostentatious than her vocalisation. Lilla Rhobins, as her daughter Melitta, and Amy Wright, as her apprentice, were very fine in the other roles; the sure direction was by William Carden.

Since the Lucile Lortel Theatre is small, I was shocked to find that Hagen, like all too

many American actors, allowed herself to be miked. Hagen's most famous book is called *Respect for Acting*. Acting without microphones - something increasingly rare in New York theatre - would be a good way to show respect for audiences.

Obviously *Arcadia* was the kind of new English play that New York should see. Though England is its setting, Stoppard's material constantly transcends that. Trevor Nunn's staging, despite some major slips of casting and accent, recaptured the internal dynamics of the play with more freshness than any rendition of the play since the original National Theatre cast. *Racing Demon*, however, is a play more exclusively English in its interests. Several scenes about the problems facing the Church of England seemed, in New York, at best of minor interest; and Richard Eyre's direction allowed these passages to flag. Some of Hare's writing sounds distinctly creaky now: notably the various solo addresses to God and the big Act 2 scene between Tony and Stella.

Nonetheless, Josef Sommer played the leading role of the Rev. Lionel Espy with such fine humanity that he eventually showed the play's strengths. By the end, *Racing Demon* started to feel like a late-20th-century counterpart to the Church of England

drama that Trollope makes so enthralling in *The Waterbury*; the ecclesiastical protagonist's crisis of conscience, the secular and religious ambitions and pretences of his various colleagues, the importance of their various womenfolk. It will be remembered that David Hare some years ago announced that his plays would no longer be performed in New York while Frank Rich was drama critic of *The New York Times*; this production demonstrates that, in the era of theatre-life-after-Rich, Hare has now dropped his embargo.

Meanwhile, Athol Fugard was directing and acting in his own new play *Valley Song*, which he will bring to London's Royal Court in February. This tale of an old coloured farmer and his granddaughter, who can sing and wants to develop her talent in the big city, is much the weakest work of Fugard's I have seen, slow and repetitious. The intimate setting at the small Manhattan Theatre Club at City Center only worked against it. Fugard and Lisa Gay Hamilton put across this fragile and sentimental piece to the nearby audience as if it were a lecture-demonstration for schoolchildren. It is hoped that this case-study of the socio-political climate of South Africa today will appear less earnest and more brisk when it reaches the Royal Court.

The Circle in the Square Theatre - which in February visits Glasgow with Elizabeth Ashley in Tennessee Wil-



Sentimental: Lisa Gay Hamilton and Athol Fugard in Fugard's 'Valley Song', which comes to London's Royal Court theatre next month

A voice to the melody born

Andrew Clark talks to the Austrian singer, Wolfgang Holzmair

When Wolfgang Holzmair steps onto the platform of the Wigmore Hall next Friday, there will be a mood of high expectancy in the audience. Holzmair is increasingly regarded as one of the great interpreters of German *Lieder*, and his London recitals are events to be cherished. What most of his audience will be unaware of is that, before his appearance, Holzmair will have been sitting alone in silence backstage, shutting himself off from all thought of the music he is about to sing. "It's a bit like yoga," says Holzmair, a mild-mannered Austrian. "The aim is to cast off the incidental, to stop thinking of the opening song. My concern is not 'Is everything OK with my voice?'. It's more, 'Can I communicate?'. The only way to do so is to empty my mind of thoughts. I immediately sense whether or not an audience is concentrating, and it depends largely on my own concentration."

Holzmair gives the impression of being totally absorbed in and by the music. He sings from the heart in a spontaneous way, as if each song is a private self-communing. The key to his artistry is the way he marries the text to the music. The anguish of lost love, the sense of pathos, the suppressed rage at the vagaries of fate - all are conveyed with the subtlest inflections of tone-colour.

Holzmair's voice is a high baritone with a French timbre, known as a *baryton Martin*. The contrast with German baritones of the Fischer-Dieskau school is striking. Where they sing with a hard Prussian sound, Holzmair's voice has a gentle quality, as if born with melody. He believes it stems from the softer way Austrians speak German.

Holzmair was a late starter. He took singing lessons, joined the Vienna Singverein and in his own words, "it came as it came". After winning two awards, he gave up his copyright job and joined the opera company in Bern. He also made a *Lieder* recording, which was favourably reviewed in *Grommophon* in 1988. William Lynn,

artistic director of the Wigmore, took note and engaged Holzmair immediately.

His Wigmore Hall debut established his name internationally. Although he is a natural Papageno and an accomplished interpreter of Pellenas and Gluck's Orpheus, he is now in such demand as a recitalist that there is little time for opera.

Holzmair talks about singing poems rather than songs. "It's important to love the poems, and to find them modern enough for our time, even if they were written 200 years ago. The feeling of *Selbstsucht* (longing) in German Romantic poetry is relevant today. Loneliness, disappointment in love - we have them now just as much as then. We might not use the same words, but could any song-cycle be more up-to-date than *Winterreise*?"

Over the past year Holzmair has sung around 250 different songs, an unusually large repertoire. Although he is best known for *Lieder*, he has proved equally skilful in French *melodies*. He scored a

notable success in Paris last year with Fauré's *La Bonne Chanson*, which he repeats in his forthcoming London recital. He says *La Bonne Chanson* is difficult to interpret, because all nine songs are positive in mood. "It's easier to talk expressively about despair than hope."

He has sung Hindemith's American songs and Barber's *Deer Beach*, and is interested in Britten and Vaughan Williams, "although they're not what people ask me to sing". His current project is a Schubert programme on the theme of the four seasons, which he will present towards the end of 1997.

"It's important to do the mental work long in advance, and let each song sink into your subconscious," says Holzmair. "This influences the way you work in rehearsal. I like to find out how far the pianist and I can go - how free we can be with the words. Inflections, dynamic variations, stresses and syllables are important, but nothing should be fixed. All must be conveyed in a natural way, without over-pretension or over-declaration. With some pianists, you have the feeling they only want to serve you. I like to be challenged."

The greatest challenge of all, of course, is to interpret *Winterreise*. *Die schöne Müllerin* and the other great 19th century song-cycles. Holzmair says *Die schöne Müllerin* demands a storyteller "who may be the miller himself. It's a simple story of a man who falls in love with a woman, is rejected, and after repeated attempts to gain her, commits suicide. It contains more hope than *Winterreise*, and it reaches some sort of resolution. *Winterreise* is more a reflection on the different states of disappointment and despair. It starts with rejected love, and there is no end to the suffering."

Holzmair gives a masterclass at the Royal College of Music in London on January 17, and sings at the Wigmore Hall on January 18 and 21. He tours North America between February 1 and 17.



Holzmair: London bound

Ballet/Clement Crisp

Swan Lake

For the faithful, it suffices to say that English National Ballet continues its residence on the South Bank and is, this week, playing *Swan Lake*. I wish there were some means of identifying the ballet more truthfully, since the title can mean the ballet as staged at the Kirov or, as here, in a choreographically suspect version crammed onto an inadequate stage, quart into pint-pot fashion.

It is also unfair to dancers to hope for much by way of interpretation when treading round and through the embraces of the third act, where the set is more like a Lady Chapel than a hall-room. With the right repertory, ballets and dancers can be themselves

Ballet/Clement Crisp

Swan Lake

(rather than their own poor relations) on this shelf of a stage. Not so *Swan Lake*, which demands - and does not receive - stars and a lot of panache in this snb-Bolshevik version crammed onto an inadequate stage, quart into pint-pot fashion.

On Wednesday afternoon, with cohorts of school-children an enthusiastic and very attentive audience, I went to see the British debut of Laurent Guinée, ENB's guest. Trained in Bucharest - by Russian teachers, I'd hazard - and in his late 20s, Guinée is a true classical danseur, by physique

Ballet/Clement Crisp

Swan Lake

and temperament. He can do little with the role of Siegfried as it is shown us in this staging (drama in Act 1 amounts to looking at his Tutor's library book) but he establishes romantic feeling, and in a brief moment of dancing reveals a fluent, rich-textured style.

He proved a strong partner at the lake-side to Irens Pasarie's Odette, and in the ball-room - dodging pillars and the various other hurdles of a small and crowded stage - he gave elegant, polished

delivery to the gim-crack bravura which is Siegfried's fate.

Most important, at every moment he took the stage like a Prince. Probably nervous, unfamiliar with the staging, and not helped in the big dance sequence by lethargic tempi (the score is supposed to buoy the dancer up, not hang round his ankles), Guinée looked good, and is a welcome and impressive new-comer.

On a family note, I record that the character referred to in the programme as *Queen Mother* has either been lying madly about her age or has found the world's best plastic surgeon backstage. She didn't look old enough to vote, let alone rule a kingdom, not even a balletic one.

Concert/Richard Fairman

Britten's songs

It is an irony that one of Benjamin Britten's song cycles should be called *On This Island*. Although his operas have crossed the Channel and are to be found in ever more over-abundance throughout Europe, Britten's fine songs have largely stayed at home, seemingly insular in their appeal like so much other later 20th-century music.

Is it the music that acts as a deterrent or the words? In general, composers since the war have placed a greater emphasis on the poetry in the art of song-writing than their predecessors did and Britten was no exception. Michelangelo, Blake, Donne and Hardy were all set by Britten in a style that gives the words equal importance. There is no question of sitting back passively to enjoy the music while ignoring the meaning of the poem, as many in an audience do with Schubert or Schumann.

The Wigmore Hall's impressive Britten song series has

Concert/Richard Fairman

Britten's songs

thoughtfully lightened the concentration load. Each recital has been planned to reflect upon its subject by featuring other composers alongside; at Tuesday's early evening programme reaching Purcell, who was so important an influence - as Britten himself acknowledged when he made "realisations" of some of Purcell's vocal solos.

Listening to the counter-tenor Michael Chance careering the first word of the arrangement of "Sweeter than roses" showed splendidly how Britten learned from Purcell's expressive heightening of the words. (No single Euro-language could ever capture word-painting like this.)

It was an interesting programme, based on a 1971 Alde-

Concert/Richard Fairman

Britten's songs

burgh Festival recital, which included Britten's Second and Fourth Canticles. Chance was beautifully subtle in those two, which only served to expose the relative clumsiness of the tenor and baritone, Adrian Thompson and Richard Jackson. Julius Drake was the accompanist.

The evening recital on Tuesday sketched a portrait not of a composer, but of a singer. Britten responded very positively to the voices and personalities of specific artists and one of the most powerful (in both senses) to have inspired him was the Russian soprano Galina Vishnevskaya. On holiday in Armenia in 1965, he wrote for her *The Poet's Echo* to words by Pushkin, breathing in much

of the musical style there at the time.

The soprano Joan Rodgers, born in England but holding a higher degree in Russian, is no second Vishnevskaya and does not try to pretend that she is. In complete accord with the impeccably turned accompaniments of Malcolm Martineau, she sang her Britten cycle with an exquisite sense of its poetry. Each subtle moment of phrasing or pointing of a word showed how much understatement can achieve. Her Tchaikovsky was delightful and her singing of Mussorgsky's *The Nursery* free from excessive little-girl play-acting. Vishnevskaya would have been more formidable in Shostakovich's *Sabbas*, but Rodgers found for them unsuspected force. In her own way she makes a very satisfying recitalist.

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 - Kammerphilharmonie und Chor des Mitteldeutschen Rundfunks: with conductor Salvatore Accardo, soprano Helen Bickers, alto Alicia Nafé, tenor Daniel Galvez-Vallejo and bass Kenneth Cox perform Beethoven's "Symphony No. 4" and Rossini's "Stabat Mater"; 8pm; Jan 15
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CONCERT
Symphony Hall
Tel: 44-121-2123333

 - City of Birmingham Symphony Orchestra: and the Ladies of the City of Birmingham Symphony Chorus with conductor Mark Elder perform Darius: "A Song of Summer";

- CHICAGO**

MUSICAL
Shubert Theater
Tel: 1-312-877-1700

 - Jekyll & Hyde: The Musical
Thriller by Leslie Briceuse and Frank Wilford. The cast includes Linda Eder and Robert Cuccioli; Tue - Thu 7.30pm, Fri, Sat 8pm, Sun 3pm, matinees Wed, Sat 2pm; from Jan 18 to Jan 28 (not Mon)
- DRESDEN**

OPERA & OPERETTA
Sächsische Staatsope Dresden
Tel: 49-351-49110

 - Ariadne auf Naxos: by R. Strauss. Conducted by Wolfgang Rennert and performed by the Sächsische Staatsope Dresden. Soloists include Dame Gwyneth Jones (Jan 14), Helga Tiede (Jan 17), Norbert Orth, Roxana Incontrena and Karl-Heinz Stryczek; 7pm; Jan 14, 17
- LEIPZIG**

DANCE
Oper Leipzig Tel: 49-341-1261281

 - Amerika: a choreography by Uwe Scholz to music by Gershwin, performed by Ballett Leipzig. Robert Hanell conducts the Gewandhaus-orchestra and pianist G. Erber; 11pm; Jan 16

OPERA & OPERETTA
Oper Leipzig Tel: 49-341-1261261

 - Eugene Onegin; by Tchaikovsky.

- LONDON**

CONCERT
Barbican Hall Tel: 44-171-6388891

 - Symphony No. 5 by Mahler. Performed by the Philharmonia Orchestra, conducted by Benjamin Zander; 8pm; Jan 17
 - Wigmore Hall Tel: 44-171-9352141
 - Marc-André Hamelin: the pianist performs works by Liszt; 4pm; Jan 14

OPERA & OPERETTA
London Coliseum
Tel: 44-171-9380111

 - Turandot: by Puccini. Conducted by Noel Davis and performed by the English National Opera. Soloists include Janice Cairns and Edmund Barham; 7.30pm; Jan 18
- MALIBU**

EXHIBITION
The J. Paul Getty Museum
Tel: 1-310-459-7611

 - The Magic of Material Things: Albert Reinger-Patzsch: an exhibition

- MALMO**

EXHIBITION
Malmö Konsthall Tel: 46-40-341293

 - Max Ernst: basis for the exhibition is a large collection of sculptures by this Surrealist artist (1891 - 1976), complemented by related works in other techniques. Also on display are a collection of friends' photographic portraits, and documents of contemporary photographs such as Man Ray, Bill Brandt, Hans Carl-Brasson, Lee Miller, Frederick Sommer, Irving Penn and others; to Jan 14
- MUNICH**

CONCERT
Philharmonie im Gasteig
Tel: 49-89-48088506

 - Bamberger Symphoniker: with conductor Kurt Sanderling and violinist Antje Walthaus perform Mozart's "Violin Concerto in A major" and Bruckner's "Symphony No. 3"; 8pm; Jan 14

DANCE
Nationaltheater
Tel: 49-89-21851920

 - Swan Lake: a choreography by Ray Bara after Petipa/Iwanov, performed by the Bayerisches Staatsballett. Soloists include Elena

- NEW YORK**

CONCERT
Alice Tully Hall Tel: 1-212-875-5050

 - Third Annual Marilyn Home Foundation New York Recital: for the concert mezzo-soprano Marilyn Home will be joined by mezzo-soprano Michelle DeYoung, tenor Bruce Ford, baritone Rodney Glenly and soprano Janet Williams. Featured composers include Bellini, Copland, Debussy, Griffes, Handel, Mahler, Quilter, Rodgers and Hammerstein, Stolz, Strauss and Villa-Lobos; 7.30pm; Jan 16

DANCE
New York State Theater
Tel: 1-212-875-5570

 - New York City Ballet: perform the choreographies "Glass Pieces", "Afternoon of a Faun", "Antique Epigraphs" and "West Side Story Suite" by Jerome Robbins; 2pm; Jan 13

EXHIBITION
The Pierpont Morgan Library
Tel: 1-212-885-0008

 - A Great Heritage: Renaissance and Baroque Drawings from Chatsworth: exhibition of 103 drawings, mostly from Italian artists. The display includes works by Domenico Ghirlandajo, Leonardo da Vinci and Andrea del Sarto; from Jan 17 to Apr 21
- PARIS**

CONCERT
Salle Gaveau Tel: 33-1-49 53 05 07

 - Nathalie Stutzmann: accompanied by pianist Inger Södergron. The mezzo-soprano

- PARIS**

performs songs by Schubert, Brahms, Mahler, Fauré and Debussy; 8.30pm; Jan 15

Théâtre des Champs-Élysées
Tel: 33-1 48 52 50 50

 - Orchestre des Champs-Élysées: with conductor Philippe Herreweghe and pianist Andreas Staier perform R. Schumann's "Matinée", "Piano Concerto in A minor" and "Symphony No. 3"; 8.30pm; Jan 16
 - OPERA & OPERETTA
L'Opéra de Paris Bastille
Tel: 33-1 44 73 13 99
 - La Bohème: by Puccini. Conducted by Louis Langrée and performed by the Opéra National de Paris. Soloists include Roberto Aironica, LeRoy Villanueva, Carlos Faller and Cristina Gallardo-Dornas; 7.30pm; Jan 15, 19
- TORONTO**

CONCERT
Jane Mallett Theatre
Tel: 1-416-365-7723

 - Richard Good: the pianist performs works by J.S. Bach, Schubert, Brahms and Chopin; 8pm; Jan 18
- WASHINGTON**

EXHIBITION
Hirshhorn Museum and Sculpture Garden Tel: 1-202-357-2700

 - Stephan Balkenhol: Sculptures and Drawings: exhibition of 30 carved and painted wood sculptures, together with a group of large-scale chalkboard drawings, by German artist Stephan Balkenhol. The exhibition travels to the Montreal Museum of Fine Arts in Canada (Feb 15 to May 26); to Jan 15

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COMMENT & ANALYSIS



Philip Stephens

Survival of the fittest

Tony Blair should remember that his party will not be immune to the tensions now threatening traditional tribal politics

Pay no heed to those who tell you that Margaret Thatcher's lecture to the Centre for Policy Studies was a calculated reopening of hostilities with John Major. Give equal weight to those who say her acerbic remarks about Tony Blair's New Labour mark a miraculous rapprochement between the Lady and her once-chosen successor. It's all bunkum. The reality is prosaic. Lady Thatcher indeed believes Mr Major has betrayed her revolution. She has thought so ever since she remarked back in the summer of 1991 that he was spending like a socialist and selling out to Europe's federalists. Four dispiriting years as a fading lumina on the international lecture circuit have hardened her arteries. She despises conservatism. He exalts it. Were she still at the helm, Britain would never dream of giving up sterling to a German-dominated "Euro". He will not make up his mind. So between the lines of anything the Lady says about the course of British politics can be found a swipe at Mr Major. To be genuinely supportive she would have to take a Trappist vow of silence. Like almost everyone else in the Tory party, Lady Thatcher is looking beyond the next general election. Friends say she despairs of victory. She is fixated by the succession to the Conservative leadership. But she must take care to be loyal in her public utterances. Defeat, if it comes, must be seen as the consequence of the betrayal of her vision. No doubt she really does loathe the idea of a Labour government. But it would be a vindication. The important point is that she is seen to be free of all blame for Mr Blair. All this, of course, is fine by the Labour leader. While his opponents look beyond the election he can concentrate on winning it. But this is not yet a game entirely free of risk. Mr Blair's latest electoral slogan, the stakeholder economy,

at least offers the government a target at which to aim. For "stakeholder" read "vested interest" - trade union, local authority or favoured industry. New Labour is peddling rehearsed, sixties-style, corporatism. Such is the word in Conservative Central Office. The Conservatives have an advantage on this territory. It is much easier to tell the voters that you are for low taxes, small government and the primacy of the individual than it is to explain the economic theory of stakeholding. Mr Blair would be well advised to add clarity to his soundbite. Is he talking about the empowerment of individuals trapped outside the economy by poor education, unemployment or the benefit traps of the welfare state? If that is the case, even the late Lord Joseph, in whose memory Lady Thatcher spoke last night, could not complain. Or does the slogan imply a fundamental rebalancing of the relative power within the economy of shareholders, managers and employees? Then again, is talk of stakeholder a convenient shorthand for German-style corporatism? Or finally, has Mr Blair simply alighted on a nice, warmly capitalist, phrase to encapsulate his rhetoric about the importance of the society of matching individual responsibilities with For every shot aimed at its policies Labour can rely on the left and right of the Conservative party to loose off 10 more at each other

individual opportunities? In fact, I am reliably told that the Labour leader has in mind the last (with perhaps a bit of the first) of these options. I am also assured that it was never his intention to extend the stakeholder theory of corporate governance to management of the economy as a whole. But not-so-new Labourites (and there are still some around) are already offering the more interventionist, statist, gloss to their leader's words. We shall see in coming months whether the potential ambiguities destroy the slogan. But Mr Blair is right in calculating that it is no use offering the voters a raft of detailed policies unless they are moulded around a central, unifying, theme. And, in a society haunted by the insecurities of global competition and technological change, active government appears a less threatening beast. Labour also has time. For every shot aimed at its policies it can rely on the left and right of the Tory party to loose off 10 more at each other. Backbench MPs talk about little other than the bloody aftermath of defeat. Civil wars in politics always carry a special bitterness, but this one matches anything seen since the Conservative split over tariff reform at the start of the century. "It can't go on like this," one cabinet minister lamented over lunch this week. But he did not have in his jacket pocket the marvellous elixir which would bring the warring factions to their senses. So next month Mr Blair will lay out the second half of his philosophical prospectus, his promise to match a different economics with a new politics. As yet this constitutional agenda is both the most substantial and the fuzziest element in his programme. It is substantial because if a Blair government actually delivers devolution in Scotland and Wales, managed seriously to rebuild local democ-

racy, and did reform the House of Lords, it would transform the way the nation is governed. Flimsy, because Mr Blair has yet to think through the new distribution of power in this promised land of political pluralism. The logic of such political decentralisation points unerringly towards the introduction of a proportional voting system at Westminster. A more representative House of Commons would provide the framework for a sensible division of responsibilities between Westminster and the proposed Scottish parliament. It would allow a Labour-led government to mobilise the cross-party majority of MPs in favour of active British engagement in Europe. But Mr Blair will have none of it. He pronounces himself at best sceptical of any change in the present first-past-the-post system at Westminster. In his mind the case for change was discredited by its advocates during the 1990s. Then, a new voting system was too often backed as the soft option, a way to get Margaret Thatcher out of power without addressing the fundamental reasons why Labour was unelectable. Fair enough, but the world has changed. The Conservative coalition is fracturing, and New Labour is moving back to the political centre. But Mr Blair should recognise that his party will not be immune to the tensions which now threaten to break the Conservatives. Both parties are uneasy coalitions in which the glint of tribalism is ever weakening. If the Tory party splits in opposition, the strains within Labour will show themselves in government. Mr Blair is remaking his party in his own image, just as Lady Thatcher refashioned the Conservatives. Perhaps I am in fanciful mood, but maybe the two of them might yet leave an unintended legacy - the permanent demise of two-party politics.

LETTERS TO THE EDITOR

Number One Southwark Bridge, London SE1 9HL

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Waigel raises prospect that Emu is reversible

From Mr Edmund Dell. Sir, You report a statement by Mr Theo Waigel, the German finance minister ("Waigel issues strict line on Emu discipline", December 30), that in certain circumstances countries might be ousted from Emu. Your report does not indicate where, in Mr Waigel's view, the power of expulsion should lie, whether with the European Central Bank, the European Council, the German government or, perhaps, the Bundesbank. As Mr Waigel is concerned to find ways of reconciling the German people to the loss of the D-Mark, the only totally satisfactory repository of this power would, presumably, be the Bundesbank. There could be some embarrassment if the German government, having failed to meet the Maastricht criteria as in 1995, had to expel itself. On the other hand, the Bundesbank might jump at the chance, thereby restoring its own independent authority and reviving the D-Mark. The Euro might then look rather sick. Or is Emu a club in

which only Germany, and perhaps France, would enjoy secure membership, whatever their behaviour? However one looks at it, Mr Waigel's new contribution to the establishment of Emu is of exceptional importance. Political leaders continue to speak of Emu as irreversible. It would not be irreversible. No arrangement between nation states can be irreversible. After Mr Waigel, no one can say that Emu is irreversible. On the other hand, the German chancellor, Mr Helmut Kohl, seeks to make it irreversible by creating a federal Europe. Even that would not necessarily work (see the current traumas in Canada) but clearly Mr Kohl and Mr Waigel should have a word with each other. Mr Kohl wants to tie the bonds tight. Mr Waigel wants to cut them at discretion. There are at least two circumstances in which participation by a nation state in Emu might be reversed. The first, that indicated by Mr Waigel, is if a state were

expelled due to what its partners considered misbehaviour damaging to the other members of the union. The second is if, contrary to expectation, membership of Emu proved seriously damaging to the welfare of a nation's people. Enthusiasts for Emu emphasise the advantages. Sceptics underline the disadvantages. The truth is that no one knows. Presumably no state would enter Emu without a firm conviction of advantages far outweighing the disadvantages. But so poor is our understanding of economic processes, and so unreliable are economic judgments, that it might find that its expectation had been falsified in practice. The fact that Emu is not irreversible has political implications. No state should enter into monetary union unless it is satisfied that its exit from it, whether as a result of expulsion or voluntary withdrawal, has not been made unacceptably costly. If Germany can be at

fault on the Maastricht criteria, surely the offence must be venial. But how can any member state be sure that it would be forgiven? It is in the area of political union that the danger exists. Indeed a law can be stated that if Mr Kohl makes his ideas on political union a condition of Emu, then participation in it should be rejected. Emu could only be acceptable if it does not imply political union. There is no need to concede Mr Kohl's demands because, as Mr Waigel has also revealed ("Germany 'hated Maastricht test'", January 10), Germany needs Emu in order to assist its exports and reduce its unemployment. In other words Mr Waigel wants the Euro to be weaker than the D-Mark. Mr Waigel has raised the banner of a reversible Emu. All his fellow finance ministers, including Britain's chancellor, Mr Kenneth Clarke, should back him. Edmund Dell, 4 Reynolds Close, London, NW11 7EA, UK

Federalists' position

From Mr Alan Grainge. Sir, Ian Davidson ("Mitterrand's legacy", January 10) is no doubt justified in arguing that France must favour an integrated Europe "with laws and institutions, in which France and Germany share the leadership". But he states that "for the same reasons" an integrated Europe (presumably with the same shared leadership) is in the UK's interests. No wonder he describes this as a paradox. But at least it seems to be an honest summary of the British Euro-federalists' position. Alan Grainge, Compact Intelligence, Stansfeld Chambers, 6 Great George Street, Leeds LS1 3DW, UK

Car emission standards should be pursued

From Mr Christof R.A. Swank. Sir, I refer to Mr Jacques Calvet's Personal View "A case for quality control" (January 10). I would like to point out that the simple fact that the cost of meeting standards on car emission may constitute a burden on the competitiveness of EU car manufacturers does not in itself constitute a reason to stop the use of (possibly stricter) standards to improve air quality. Pursuant to the EC treaty, the Commission's activities include not only strengthening the competitiveness of EU industry but also an environment policy which contributes to the aim of preserving, protecting and improving the quality of the environment, protecting human health, prudent and rational utilisation of natural

resources, and promoting measures at international level to deal with regional or worldwide environmental problems. The treaty explicitly prescribes that policy on the environment shall aim at a high level of protection taking into account the diversity of situations in the various EU regions. Such policy has to be based on the precautionary principle and, inter alia, on the principle that environmental damage should be a priority be rectified at source. Environmental protection requirements must be integrated into the definition and implementation of other EU policies. Mr Calvet is right that improvement of air quality in the EU should involve the likes

of oil companies, tyre manufacturers and road builders, as well as carmakers, and should take account of local standards. But this does not necessarily exclude use of standards for car emissions. Admittedly, the latter are not the only answer to pollution problems but they can be used to curb air pollution and stimulate research and improvements in automotive technology which may contribute both to the (further) improvement of air quality in the EU and the competitiveness of EU car manufacturers. Christof R.A. Swank, Hago de Groot Legal Study Centre, Hago de Grootstraat 27, Postbus 9520, 2300 RA Leiden, The Netherlands

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Europa - Paul de Grauwe

Why the link should be cut

Emu should not be conditional on solving Europe's budgetary problems. European monetary union is a good idea. So is reducing government budget deficits by reforming national social security systems. But the effective linking of the two through the convergence criteria of the Maastricht treaty is a very bad idea. The likely result of this linkage is that at least one of the good ideas will fall by the wayside. The problem is that Maastricht has made the start of monetary union conditional on solving Europe's budgetary problems. Governments are required to cut their budget deficits and accumulated debts to predetermined levels before they can participate. But, in most cases, these levels of debt can be achieved only by a drastic reform of countries' social security systems. Pushing through the sort of reform that is extensive enough to be effective will inevitably be a protracted process and will prompt strong resistance from beneficiaries of the present systems. It is bound to be both difficult and unpopular. By linking Emu to this process through the convergence criteria enshrined in Maastricht, the architects of integration have all but guaranteed that monetary union will be unpopular too. These architects should not be surprised if people turn against monetary union after being told by their national governments that social security reform is needed in order to enter Emu. This is exactly what has happened in France. There is no good reason for the two ideas to have been linked in the first place. They are designed to deal with separate problems and should be kept separate. It would be quite possible to achieve Emu without budgetary convergence requirements and without social security reform. Monetary union requires only that countries abandon their national currencies and agree to introduce a common currency managed

by a common central bank. If this central bank were made politically independent - and incentives were given to its directors to pursue price stability as their principal objective - monetary union along these lines would almost certainly produce low inflation. (If further reassurance were thought necessary, directors' terms of employment could call for them to be fired if they did not achieve price stability.) Past experience of monetary unions between independent countries shows this analysis to be correct. Belgium and Luxembourg formed a monetary union more than 50 years ago, but this has not stopped successive Belgian governments from allowing a spectacular build-up in the country's debt. Price stability has, nevertheless, been achieved in both countries. Indeed, Luxembourg - which has not experienced large budget deficits or increasing government debt - does not seem to have suffered in

any way from the reckless behaviour of the Belgian government. It is often argued that, even if there is no strong economic reason to link budgetary stringency to monetary unification, there are strong political reasons for doing so. Proponents of this line of reasoning argue that the link allows governments to invoke superior force, in the form of the European integration process, as a means of persuading their respective electorates to accept painful cuts. Until recently, this strategy seemed to be working relatively well. But the recent social upheaval in France has highlighted its limitations. The strategy backfired there because, as discussed earlier, public hostility to budget cutting was deflected towards the process of monetary unification. As this hostility gathers momentum and spreads to other countries, there is a strong risk not only that Emu

will be killed, but also that the credibility of several national governments will be undermined. None of the above should be interpreted as suggesting that root-and-branch reform of European budgetary processes and social security systems is not badly needed. But they are matters that need to be resolved separately from the process of monetary unification. The present obsession with solving both problems simultaneously will almost certainly destroy Emu. In fact, de-linking the two processes might make it easier to implement social security reforms. If the two processes were uncoupled, monetary union could be organised relatively quickly. Once that was in place, governments could concentrate their energies on social security reform, free of concerns about how their national currency's exchange rate was affecting trade, interest rates and macro-economic stability. If this is correct, why was the start of Emu made conditional on solving Europe's budgetary problems? It was because Germany's fear of inflation and the reluctance of the Bundesbank to sacrifice its dominant influence over the monetary policy of other EU countries. By making the start of monetary union conditional on budgetary convergence (and other convergence criteria), artificial barriers were erected. This serves German interests well. It means that monetary union is likely initially to cover a comparatively small group of countries and that German influence in the monetary affairs of its EU partners will not be too heavily diluted. Moreover, it means that if monetary union does not materialise, Germany can blame its EU partners for failing to show sufficient determination to surmount the obstacles. Indeed, those with Machiavellian leanings might wonder whether the link between monetary union and budgetary reform was implanted in the Maastricht treaty by enemies of monetary union. After all, there can be no surer way of killing Emu than by associating it with such unpopular reforms.



The author is professor of economics at the University of Leuven and MP for the Liberal party in the Belgian parliament

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FINANCIAL TIMES

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Friday January 12 1996

Slow growth trap for Emu

Is it the intention of the European authorities to convince their electorate that Emu stands not for European monetary union, but for European masochists' union? If so, they are going the right way about it. If not, they must urgently rethink how they intend to apply the Maastricht treaty's fiscal policy criteria.

It now appears that German gross domestic product did not grow in the fourth quarter of last year and that growth in the year as a whole was only 1.9 per cent. Many economists believe that output will subsequently turn out to have fallen in the fourth quarter; some also expect it to fall in the first quarter of 1996.

Slow growth and rising unemployment are bad enough in themselves. But the result has also been a general government deficit of 3.6 per cent of GDP in 1995, which is well above the 3 per cent target of the Maastricht treaty. Mr Theo Waigel, the German finance minister, has stridently insisted on precise fulfilment of the deficit criteria. Yet last year even Germany failed. If its European partners were inclined to feel *Schadenfreude* (that wonderful German word for pleasure in another's pain), now would seem the ideal occasion.

They should forbear, since most of that pain will be their own: a German slowdown is bound to mean a slowdown for the Eurozone economy as a whole. Mr Didier Maillard, chief economist of Paribas, argued in the FT last week that the French economy would grow by as little as 1¼-1½ per cent this year. If such a performance were to be followed by, say, growth of only 1½ per cent in the following year, the French fiscal deficit would, on current policies,

end up at 4 per cent in 1997, not 3 per cent.

Obsessed with hitting cyclically unadjusted fiscal targets in an arbitrarily chosen year, Germany, France and other European aspirants for Emu could even feel obliged to introduce further discretionary tightening of fiscal policy during 1996, in order to hit the target in 1997. Growth would slow still further, making necessary yet further tightening. The European economies would then chase one another down a vicious spiral of decline.

How can they escape from what seems to be the economics of bedlam? The simplest answer would be aggressive easing by the monetary authorities, led by the Bundesbank. This should lead to lower interest rates throughout Europe. In practice, however, this is not how the Bundesbank is likely to behave, particularly since it brought the discount rate down to 3 per cent only last month. Alternatively, the decision could now be taken that the fiscal judgment will be made in light of the cyclical position, something that the treaty would appear to permit, provided deficits were not far from 3 per cent.

The danger is that painful, possibly even vain, pursuit of fiscal targets that are neither necessary nor sufficient for a successful Emu will turn the gap between the builders of the new Europe and the natural desires of electorates into a yawning chasm. The concerns of the voters - even promises made to them - have not always been at the forefront of the politicians' minds. But the presence of the people must have a breaking point. European leaders should take great care to ensure they do not pass it.

Exit a mutual

When Berle and Means, in their famous analysis 50 years ago, identified a divorce between ownership and control, they were concerned with the modern corporation. Today, their diagnosis would serve rather better as a description of Britain's building society movement. The societies' fragmented ownership means that the members exert no worthwhile influence over management. In contrast, ownership of quoted companies is more concentrated in institutional hands, so increasing potential accountability. Flotation, a course soon to be adopted by the Woolwich Building Society, might thus seem an attractive way of connecting the societies to a stronger ownership discipline.

The paradox is that the societies have been more consistently profitable and tighter on costs than quoted commercial banks. Among other things, that reflects a discipline of mutualism. Unlike the clearing banks, the societies have not been able to raise capital which has then burned a hole in their pockets. Nor, on the whole, have the directors abused their position by paying themselves outrageous remuneration.

It follows that the case for flotation is not cut and dried. But it is valid for some, partly because mutualism can no longer deliver in important areas. With home ownership at around 68 per cent of

households, the societies' mission is largely complete. And the fast-changing structure of retail financial services will make access to capital more important in future. Moreover, the potential conflict inherent in the managers' position is becoming more serious. Many societies have been giving priority to the interests of new customers rather than to longstanding members. Directors are tempted by larger remuneration packages.

A mere quotation may not make much difference on the pay score. The lesson of last year's row at British Gas, and even more so at companies like WPP, was that most institutional shareholders would rather not crack the whip over boardroom pay. But elsewhere they do exert pressure, backed by the takeover sanction.

Yet the British are arguably over-obsessed with equity forms of ownership. The new capital structure of the water industry, to take one obvious example, is wholly inappropriate to a natural monopoly: preference capital used to be the norm among private water companies for very good reasons. Nor is mutualism a dying form of ownership. It still makes sense for smaller societies operating in niche markets. And it may yet find future uses in areas where the interests of owners and consumers are more closely aligned than in today's building societies.

Rifkind in China

Two features stand out from Mr Malcolm Rifkind's visit to Hong Kong and Beijing this week. The first is China's relatively muted response to the furor over his treatment of orphans, which indicates an earnest desire to maintain a good relationship with the UK ahead of 1997. The second is that the good atmosphere was maintained despite some robust remarks by Mr Rifkind on a range of sensitive issues to do with the handover of Hong Kong.

This new combination of Chinese goodwill and British refusal to be cowed on matters like the need to preserve Hong Kong's autonomy after 1997 is to be commended. It is in some contrast to the last spring's agreement on the Court of Final Appeal, which involved substantial UK concessions. The risk to China appeared that deal was the Britain around. If Hong Kong residents can now be persuaded that Britain is willing to stand up for them and China is at least ready to listen, there is a much better chance of maintaining confidence in the territory's future as 1997 draws near.

All the same, the next 18 months will not be easy. Despite the improved atmosphere, China has made it abundantly clear that it will not go back on its decision to abolish Hong Kong's Legislative Council. Both sides thus face an

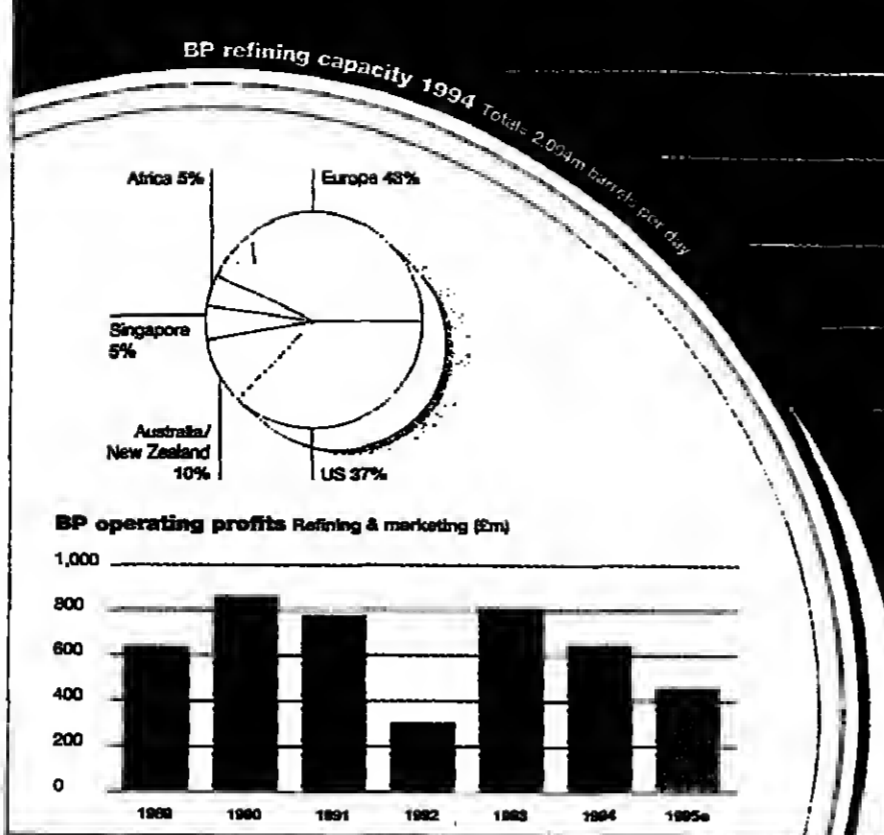
acutely awkward presentational problem in the run-up to 1997. Both will want to portray the handover as a success, but that will be a daunting task if there is widespread protest at China's plans to abolish such a core institution as LegCo.

What is needed to offset this are more substantive agreements on practical issues designed to make the handover work. From this perspective, the Rifkind trip was less satisfactory than it looks.

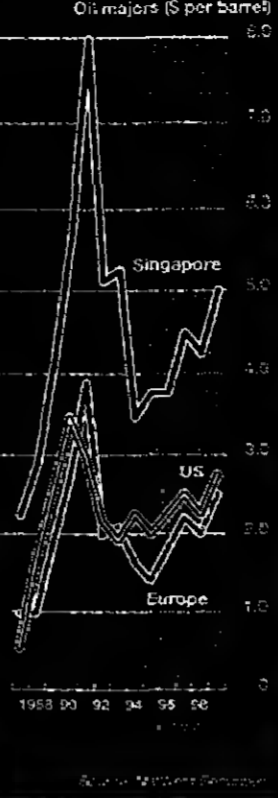
The agreement on the container port was a breakthrough of sorts, but it has not been presented as such by China. It also depends on agreements between the companies concerned. Whether the agreements on passports and right of abode represent much advance on existing positions is equally unclear.

China must deliver more substance if confidence is to be maintained. It must also seek to avoid unnecessary squabbles which sour the atmosphere, like its personal vendetta against Governor Chris Patten. The handover will not go smoothly if the Queen's plenipotentiary representative in Hong Kong is continually and conspicuously cold-shouldered. Quite apart from anything else, such an attitude seems calculated to cast the abolition of LegCo, elected following his reforms, in the worst possible light.

Oil refining: margins under pressure



Gross refining margins Oil majors (\$ per barrel)



A very refined dilemma

Yesterday's move by BP to close or sell some of its oil plants reflects the severe overcapacity in the industry, says David Lascelles

It was always going to be a question of who blinked first. The chronic overcapacity of the refining industry, particularly in Europe, has depressed oil company profits for years. It was widely expected that one of the oil "majors" - probably British Petroleum, Shell or Exxon - would have to take drastic action.

Yesterday, BP announced plans to shut down or sell three refineries in the US and Europe, cutting its refinery capacity by nearly a third but also reducing losses by up to \$200m a year.

The overcapacity that triggered BP's action has several causes. Mr John Browne, BP's chief executive, listed three of them yesterday:

- The technology is widely available, so entry barriers are low;
- Shortages created by the Gulf war in 1991 triggered a rush to build new refineries, particularly in the Far East;
- Improvements in technology allow existing operators to squeeze more and more out of their plants.

By Mr Browne's estimate, global capacity grows by the equivalent of four average-sized refineries a year for this reason alone.

He might have added a fourth cause - that many refineries belong to state-owned oil companies which are reluctant to shut down plant for political reasons. As more of these companies are privatised, however, this is becoming less important.

At the same time, oil companies have had to come to terms with other sources of pressure on their margins, including falling transport costs. These have improved the fluidity of the world refined products market and ensured that regional shortages are quickly supplied.

As a result, margins in the refining business have been falling for several years. They were particularly depressed last year because a large overhang of unsold product coincided with the start-up of the new Far East capacity. The 1995 margin in Europe of \$1.40 a barrel

was down a third on 1994. But eye-catching though BP's move was yesterday, it is only part of a broad process of rationalisation which these pressures have created.

The early 1990s saw a big shake-out in the US oil industry, with many of the leading companies cutting their refining operations. Last year Mobil, the second-largest US company, shut its German refinery at Wurtz, and rationalised two refineries in the UK and France. It had previously sold or shut several smaller European refineries.

Now that BP has applied the knife too, could this mean the beginning of better times for what remains of the industry? Analysts doubt it, even though most market forecasts point to a slight improvement in refining margins over the rest of the decade, as the wave of new capacity is absorbed.

One reason is that BP's action

will not necessarily result in a large loss of overall capacity. The company's intention is to sell two of the three plants rather than shut them down, and to close the third, in the Netherlands, transferring some of its business to a neighbouring refinery.

According to Mobil, the market needs to lose between 800,000 and 900,000 barrels a day of capacity to return to equilibrium. BP's cuts would remove at most 400,000 bpd.

Mr Jeremy Hudson, an oil analyst at Salomon Brothers, calculates that returns from oil refining are so low - or in many cases negative - that large companies will be unable to cover their cost of capital under foreseeable market conditions. He predicts BP's move could actually force other companies to follow suit. "This sends a loud signal that refining is a big enough problem to warrant the pain," he says. "Other

companies face the same dilemma as BP, and this should make it easier for them to take the same action."

However, the indications are that other large companies have no plans to shut down refineries. Shell said yesterday it had recently completed a review of its European refining operations. This concluded that, although returns were unsatisfactory, the refineries themselves were competitively well-placed and did not require heavy investment. "We do not consider them to be prime exit candidates," it said.

BP's announcement, in other words, may not provide the big shock people have been waiting for. But it highlights important changes in the industry's evolution.

As a result of the cutbacks, BP will sell more oil products than it refines. In this regard, it will match most of the other large oil compa-

nies that have dropped the traditional aim of being "fully integrated". Although this change means they have to buy part of their product needs from other refiners, it gives them leeway to exploit price fluctuations in the market.

Another change is that refining is increasingly a matter of having the right type of capacity rather than the right amount. As Mr Rolf Stomberg, the head of BP's downstream arm, pointed out yesterday, refining can be highly profitable for modern operations in the right location. The best refineries, he said, can earn three times the industry average.

The emphasis, therefore, is on meeting changing market needs, for example for environmentally friendly fuel, and producing it at the cheapest possible price rather than churning it out in large quantities on all five continents.

An exercise in self-help

British Petroleum's reshuffle of its refinery assets reflects a belief among senior managers that the company can no longer rely on peaks in the commodity cycle to underpin its earnings.

"We don't want to be simply a play on the cycle," said Mr John Browne, BP's chief executive yesterday. "We want to manage our way throughout the whole cycle."

That message of self-help is one that is heard constantly in the corridors of the company's Britannic House headquarters in the City of London. It was used by Sir David Simon, the chairman and former chief executive, in guiding the company out of its debt crisis in 1992. And it has been embraced by Mr Browne as he struggles to bring greater efficiencies to BP's refineries, the one clear leg up among the company's businesses.

But can Mr Browne, who turned around the fortunes of the company's upstream extraction assets in his former role as head of BP Exploration, achieve similar results with the downstream refining and distribution operations?

Mr Fergus Macleod, energy analyst at NatWest Markets in Edinburgh, describes the decision to close or sell three refineries as a "bold move". It was, he said, in keeping with BP's new attitude: "Don't sit around waiting for help from the market. Sort it out yourself."

But he doubted whether it would have a marked impact on the company's overall fortunes. He estimated that the gain in earnings as a result of eliminating the losses at the three units could be less than \$100m a year.

If the group cannot find buyers for the two sites up for sale - at

Lima, Ohio, and Lavers in France - Mr Browne said he was prepared to close them. Analysts believe the \$1.075bn charge against earnings covered such a contingency.

BP executives yesterday stressed that the company would remain active in the international refining industry. It has no plans to dismantle the integrated structure that links crude oil production with the sale of petrol and other refined petroleum products to consumers.

Yesterday's move will mean BP will refine substantially less oil each day than it sells. Mr Browne said the 400,000 barrel a day deficit would be made up by purchases from the "deep and liquid" international markets for wholesale petrol, diesel and other fuels.

The restructuring does not preclude a future expansion of BP's refining operations elsewhere. Mr Rolf Stomberg, head of the group's

worldwide downstream activities, said the company might want to expand its refining presence in south-east Asia, the world's strongest growing oil market.

But analysts said yesterday's actions indicated that the low margins and high capital requirements of refining clashed with BP's strategic aim of providing "unusual returns to investors". As Mr Stomberg noted, even efficient refineries are a "magnet for investment".

On the other hand, the group is unlikely to make further refinery closures on this scale.

"No player of any significant size could allow itself to be at the mercy of wholesale markets," says one BP executive. "Too large an exposure and you begin to feel uncomfortable."

Robert Corzine

OBSERVER

Rifkind's new clothes

Malcolm Rifkind, Britain's foreign secretary, seems to be rather pleased with his visit to Beijing this week. He has been impressed by the generosity of his hosts.

He has also managed to get the impression that some pretty unexceptional comments by Qian Qichen, his Chinese counterpart, on the right of abode in Hong Kong and other issues, constitute some sort of political breakthrough.

Even the news that China had lifted its veto on Jardine Matheson participating in the development of Hong Kong's container port was poorly presented, sowing more confusion than enlightenment.

How come Rifkind's officials allowed him to be so easily hoodwinked?

He was accompanied by Sir Len Appleby, ambassador in Beijing and a sinologist. William Ehrman, his private secretary and a self-professed expert on Hong Kong and mainland affairs, and Hugh Davies, head of the Sino-British joint liaison group overseeing the handover.

At least one of them ought to have been brave enough to tell the minister that Qian, on the issue of right of abode, was simply repeating the formulae as written in old agreements. Still, the Chinese officials could have used such

Card carrier

One man who really will miss Francois Mitterrand is 80-year-old Camille Marchand who lives in the tiny village of Gouloux in central France. Whenever the late French president went overseas, he sent Marchand a postcard. He had more than 120 at the last count.

They first met in 1948 when Mitterrand was a local councillor. "Most politicians are different. They come by once, and you never see them again," says Marchand. However, the two struck up a friendship and until just days before he left office, Mitterrand sent his pen-pal a postcard virtually every time he left France.

The last one was from Berlin in May 1995, when Mitterrand visited the city with other world leaders to commemorate the 50th anniversary of the end of the second world war in Europe. One can only speculate about the contents but it probably went as follows: "Having a great time. Weather fine. Food great. Company atrocious..."

Wave theory

The sea was calm earlier this week, with no surf worthy of the name. But neither Shawn Stussy nor his partner, Frank Sinatra Jr (no relation), were taking calls at the \$36m-a-year design and retailing company where Stussy is bowing out.

The 41-year-old southern Californian, whose love of surfing often appeared to get in the way of his business ambitions, has terminated his fashion odyssey designing expensive, slouchy-grungy clothes.

Since entering surfie culture on Orange County's Laguna Beach with his hand-made, autographed surfboards, Stussy had kept his balance for a full decade on the crest of the sun, sea and city school of style. His later association with hip-hop music lent

Strung out

Diverting attention for once from the glory of its technological achievements, France is currently struck on the merits of looping together bits of rope.

According to yesterday's Liberation newspaper, post offices, cinemas and railway stations are coming to grips with that brilliant invention, the queue, together with its sophisticated variant, the single line in front of multiple services-counters.

Why these institutions think a bit of string will compensate for the apparent absence of the queue-forming gene in the French make-up remains as much of a mystery as ever.

Financial Times

50 years ago

US fight to avoid inflation New York Administration officials seeking to fight inflation by a tight rein on prices and wages are faced with a difficult task. It is feared that the cost of living will rise sharply as the result of recent developments.

The White House scheme to induce a rise in steel wages by pushing up prices by perhaps \$1 a ton is regarded as highly inflationary. Food prices are rising and Agriculture Secretary Anderson is being called an inflationist by some key officials.

Fact-finders for the dispute between General Motors and workers' organisations have come out with a recommendation that wages be raised by 17½ per cent.

This pattern applied to industry generally would certainly necessitate many price adjustments. Officially, of course, White House officials are going to insist that the consumer is kept safe and the cost of living will be kept stabilised.

Washington experts believe that the steel case will be the most important as a precedent. Many other industries are in a similar position, where wage increases, if granted, must be followed by price increases. The coal industry is an obvious example.

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Dini confirms government's resignation after split on policy

By Andrew Hill in Milan

Mr Lamberto Dini, the Italian prime minister, last night opened a new phase of political uncertainty by confirming the resignation of his technocratic government after rival political groupings failed to agree on the way forward for the administration.

Mr Dini's decision headed off a parliamentary vote, backed by deputies of the centre-right and extreme left, which would almost certainly have forced his resignation and reduced his chances of being appointed to lead a new government.

Mr Dini submitted his resignation formally on December 30,

but Mr Oscar Luigi Scalfaro, the president, refused to accept it and asked parliament to make up its mind on the next step.

Mr Scalfaro could now decide that a new government should be formed, he could call an early election or, much more unlikely, he could again reject the resignation.

Until now, he and Mr Dini have opposed early elections on the grounds that they would disrupt Italy's six-month presidency of the European Union, which began this month.

Closing two days of debate over the future of his government, Mr Dini told parliament last night that although some elements of consensus had emerged - particu-

larly on the need for constitutional reform - the parties were obviously split on how to reach that goal.

He said it was his "strict duty" to confirm his resignation to Mr Scalfaro, who was last night on his way back from Paris where he attended the memorial service for Mr Francois Mitterrand, the former French president.

Mr Scalfaro will this time almost certainly have to accept his resignation.

The Italian lire weakened immediately after Mr Dini's speech to L1,094 against the D-Mark, compared with the official quotation of L1,092.75 earlier in the day, and to L1,575 to the US dollar, against the official

quotation of L1,568.5L.

Speaking after Mr Dini announced his decision, Mr Massimo D'Alema, the secretary of the former communist PDS, said the choice was between reform and elections. "We now have a government crisis, there is no solution ready [on constitutional reform], there's no agreement, and there's a probability of elections," he said.

The PDS and its allies on the centre-left would prefer to see Mr Dini stay on during the EU presidency. But the parties of the centre-right had submitted a resolution to parliament before the prime minister's speech asking his resignation. The resolution was backed by the Marxist party.

Thatcher speech reignites Conservative party disunity

By Robert Peston, Political Editor

Baroness Thatcher last night reignited the bloody civil war within the ruling UK Conservative party by snubbing the call for unity made by Mr John Major, her successor as prime minister.

She said that "splits and disagreements over important issues never did a party so much harm as the absence of honest, principled debate" and that stifled debate led to "directionless failure".

In a speech in London in memory of the late Lord Joseph, her former ministerial colleague and fellow architect of the Thatcher revolution, she said it was "no secret that between John Major and me there have been differences... on occasion". Calling for "really radical" cuts in

public expenditure, she added that the government was unpopular because it had "gone too far towards increasing government spending, borrowing and taxation".

She also provided ammunition to the Tories' Eurosceptic right wing by reiterating her demand that the government should rule out sterling's participation in a single European currency.

Ministers were last night shocked by the scale of her criticism of the current administration. With the government's majority expected to fall to one after two imminent by-elections, party managers are desperate to keep open dissent to a minimum.

However, Mr John Redwood, the backbencher leader of the Eurosceptic right who was praised by Lady Thatcher for his opposition to a single currency, said he was sure she was not motivated by

"malice". He said she was obliged to discuss domestic political issues, given her agreement to give the speech honouring the late Lord Joseph.

Close friends and advisers of Lady Thatcher said her aim had been to be supportive of Mr Major and attack the opposition Labour party. However right wing Tory MPs contrasted her vision of a low spending, Eurosceptic government with what one described as the "muddle we get from Major".

However, she rejected the view of some Eurosceptics that "the only hope for the Conservative party is a period in opposition", during which left wing MPs would be purged.

She made no attempt to disguise her belief that the prime minister must come off the fence on a single currency and oppose sterling's membership.

Malaysian PM calls for export drive to overcome trade deficit

By Peter Montagnon, Asia Editor, in London

Malaysia must launch a fresh export drive to overcome a fast-growing balance of payments deficit, prime minister Mahathir Mohamad warned yesterday.

He said the deficit could be overcome without cancelling prestige infrastructure projects or tightening monetary policy, which would slow the country's rapid rate of economic growth.

Dr Mahathir was speaking at a conference in Kuala Lumpur called to discuss the current account deficit, which jumped sharply last year to MS18bn (£7.1bn) - around 9 per cent of gross domestic product - from MS10.9bn in 1994.

The deficit has been a worry in financial markets. Economists

said it cannot be brought down without further efforts to lower growth, control credit and curb consumer consumption. However, Dr Mahathir was adamant that Malaysia's economy was not overheating. "Fiddling with interest rates and exchange rates are not the solution," he said.

Low growth could make developing countries dependent on aid and prey to social instability. Instead Malaysia would encourage companies to tap foreign markets in an export drive aimed at maximising the benefit from economies of scale, he said.

Dr Mahathir said Malaysia's MS19.5bn deficit with Japan - caused partly by the import of components priced in expensive yen - was the main cause of the overall deficit.

He added that Malaysia's

poorly performing services account should also be improved with efforts to boost tourism and reduce the outlay on education. Foreign universities were to be encouraged to set up colleges inside Malaysia along a pattern already established by Thailand.

Economists said further monetary tightening looked inevitable. Reserves have slipped to some four months of imports from around eight months a year ago. The payments deficit may also become harder to finance if foreign investment slows, especially since many early investors are now realising profits home.

Malaysian interest rates have risen over the past 18 months with three-month interbank money standing around 6 1/2 per cent compared with a trough of 4 1/2 per cent in mid-1994.

Hashimoto elected as Japan PM

Continued from Page 1

experience, to bolster his forces against a newly aggressive opposition.

Mr Seiroku Kaiyama, an LDP veteran who refused the offer of finance minister, becomes chief cabinet secretary, which brings with it the tasks of government spokesman and co-ordinator with the bureaucracy and opposition. A skilled strategist, he will take the lead in fending off attacks from the opposition leader.

The foreign ministry goes to Mr Yukihiko Ikeda, a former director-general of the defence agency, Japan's equivalent of a defence minister. He is seen as a defender of relations with the US and shares Mr Hashimoto's preference for a stronger military.

The new minister of international trade and industry by - Mr Hashimoto's post in the last government - is Mr Shumpei Tsukubara, a former labour minister and a leading campaigner for Mr Hashimoto in last September's LDP leadership election.

Fidelity sale

Continued from Page 1

about stocks as they were selling them. Fidelity denied the claims, but told portfolio managers last month they should not talk to journalists about specific stocks.

During November, the Magellan fund's weighting in equities dropped from 95.7 per cent to 81.7 per cent, while holdings of bonds rose from 1.5 per cent to 11.6 per cent and cash from 2.8 to 6.7.

Its largest single holding at the end of November was a position in the S&P 500 December futures contract, a proxy for the equity market. The next three largest holdings were of US Treasury bonds and notes. This could mean Mr Vinik was finding a short-term home for proceeds of technology sales until he could reinvest elsewhere.

THE LEX COLUMN

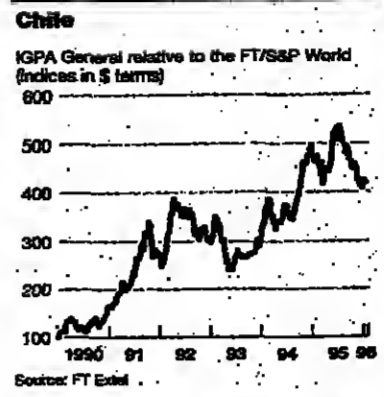
Refining strategy

British Petroleum's management has cultivated a reputation for grasping nettles. Yesterday's announcement of plans to close or sell three uneconomic refineries was no exception. The industry suffers from excess capacity, much of it foolishly added during the Gulf war when refining margins shot up.

With margins now wafer-thin, especially in Europe, inefficient refineries are losing money. BP's three refineries are not generating sufficient cash to pay for maintenance capital expenditure. Though the immediate £1.1bn balance sheet hit is painful, the impact on BP's profitability will be significant. Analysts estimate losses of up to \$200m could be eliminated.

On its own, BP's action is too small to boost world refining margins much. BP itself is rather downbeat about prospects. Nevertheless, the overcapacity problem is gradually sorting itself out. Not only will new capacity additions start tailing off after this year; other producers may follow BP in scrapping or selling uneconomic refineries. If margins rebound strongly, BP's move will look premature. That said, it is probably wise to take control of its own fate rather than betting on market forces to bail it out.

FT-SE Eurotrack 200:
1584.5 (-0.2)



IGPA General relative to the FT/S&P World (indices in \$ terms)

600
500
400
300
200
100
1990 91 92 93 94 95 96
Source: FT Intel

be similar - hence the heavy weighting in electricity across all 20-odd funds.

But those are minor niggles compared to their overall success. Since inception, the funds have generated annual real returns of 17.16 per cent. Their assets stand at \$28bn, a quarter of gross domestic product, much of which has been channelled into Chilean industry.

Chilean pensions

Chile's pension reform, introduced in 1982, has long been held up as a model of how to move from state-funded pensions to a privately-financed system. The fact that the country's private pension funds made their first losses last year is therefore embarrassing. But it does not undermine the system as a whole.

The losses - a 2.5 per cent decline in real terms - are largely due to the fact that the funds had 40 per cent of their assets tied up in electricity shares. Unfortunately, that sector was hammered in 1995 as Chile's two main generators raced to build pipelines across the Andes, raising fears of overcapacity. The wider stock market's flat performance did not help. Nor did higher interest rates, which cut into the value of fixed-interest holdings.

This does expose the risk of not diversifying pension portfolios, but so far fund managers have had little choice. Investment restrictions have largely limited the funds to domestic bonds and equities, although this is being gradually relaxed. However, fund managers must repay contributions if they badly under-perform their peers, so investment strategies tend to

Lonrho

Lonrho is a merchant banker's dream. A tangled web of unrelated businesses, it has been almost impossible to value. Given the opacity of its business structure, investors have always been asked to take too much on trust. The group also has a cash flow problem. In addition to its numerous underperforming businesses, much of its earnings come from subsidiaries or associates which only contribute dividends. Hence, Lonrho's 10 unbroken years of free cash outflows. It is therefore a business that is begging for the corporate financier's scalpel.

Stage one of the process will do least for its shares. By demerging its mining division, Lonrho plans to create a listed holding company for assets which are already listed companies. Lonrho could not pass on much debt to the demerging business. And the mining house would probably suffer the 15 per cent or so discount to net asset value of its peers. However, it would succeed in separating its less cash generative business into a low-dividend paying entity. This would leave the rest of Lonrho more highly geared, but better able to pay its divi-

dends out of cash flow. Lonrho should proceed rapidly with stage two - splitting off the remaining hotel, African trading and sugar businesses. On current asset valuations, Lonrho looks fairly valued. But separate trading and fairly valued. But separate trading and fairly valued. But separate trading and fairly valued.

Trafalgar House

Trafalgar House's embattled investors may have yet another reason to feel aggrieved. The company's proposed sale of Ideal Homes to Persimmon has sparked a row with Beazer Homes, which was itself interested in buying Trafalgar's housing operations. Beazer is outraged that Trafalgar has granted Persimmon a period of exclusivity to negotiate a deal. It is suggesting it might have been prepared to top Persimmon's offer, known to include a premium to Ideal Homes' 21st book value.

Clearly the value of this deal, like most of its kind, will be more than a headline price. Beazer, for example, has said it would be prepared to make an attractive offer for any tax losses. Persimmon may indeed be offering a better overall package. But it is difficult to see what would have been lost by encouraging the two interested parties - and any others - to bid up the price for Ideal Homes. Of course, there is a danger that by putting any business up for auction a company may create the impression of being a forced seller. But Trafalgar has been expected to sell Ideal Homes for some time. Indeed, given its own cash-flow problems Trafalgar needs as much money as it can get.

British Gas

Who is going to bear the pain from British Gas's unprofitable "take-or-pay" contracts, which commit the company to buying vast quantities of gas at substantially more than the current market price? There are three candidates: producers, consumers or British Gas. The company's proposals to government, though elaborate in detail, fit into two of these three categories. No prizes for guessing that the one candidate not expected to bear the pain is the British Gas supply business itself.

Additional Lex comment on Sears, Page 24

FT WEATHER GUIDE

Europe today
Western Europe will be windy and mild because of an active low pressure area near Scotland. Heavy showers with a risk of thunder are expected in the UK and western France, with strong to near gale force southerly winds. South-eastern France will continue rainy. Spain will have abundant cloud and rain in the north and sunny spells in the south. Southern slopes of the Alps and northern Italy will have rain, with snow expected above 2,000 metres. The northern slopes will be dry and mild. Greece and the eastern Mediterranean will continue sunny with only some cloud near Crete. The northern Balkans and north-eastern Europe will be mainly dry with persistent cloud and moderate to severe frost.

Five-day forecast
The western Mediterranean will be drier after Saturday. A high pressure area across north-eastern Europe will move into western Europe, bringing colder conditions for the most of the continent. Depressions will take a northerly course into northern Scandinavia producing snow and rain. The western UK will continue windy and unsettled during the weekend but will turn calm and dry.

TODAY'S TEMPERATURES

Maximum	Beijing	sun	2	Caracas	far	30	Faro	showers	16	Madrid	far	9	Rangoon	sun	33
Minimum	Belfast	far	9	Cardiff	far	11	Frankfurt	cloudy	4	Moscow	far	15	Reykjavik	showers	5
	Casablanca	far	7	Chicago	cloudy	0	Gwalior	showers	16	Manila	far	15	Rome	showers	16
	Hong Kong	far	19	Cologne	cloudy	8	Glasgow	rain	12	Maracaibo	far	30	S. Francisco	far	15
	Dubai	far	20	Dakar	far	27	Hamburg	far	4	Melbourne	far	26	Singapore	sun	5
	Dallas	sun	23	Doha	sun	18	Heligoland	cloudy	1	New York	far	12	Sydney	cloudy	30
	Delhi	sun	22	Delhi	sun	22	Hong Kong	cloudy	23	Osaka	far	22	Stockholm	sun	1
	Dubai	far	24	Dubai	far	24	Honolulu	sun	26	Vienna	far	6	Strasbourg	far	8
	Dublin	far	10	Dublin	far	10	Isanbul	sun	5	Moscow	far	15	Sydney	cloudy	26
	Dzair	sun	17	Dzair	sun	17	Jakarta	cloudy	21	Osaka	far	25	Warsaw	showers	15
	Edinburgh	rain	10	Edinburgh	rain	10	Jersey	rain	10	Mumbai	far	6	Tel Aviv	far	17
	Geneva	far	11	Geneva	far	11	Karachi	sun	26	Nairobi	far	27	Tokyo	far	9
	Havana	far	15	Havana	far	15	Kuala Lumpur	far	25	Nagoya	cloudy	15	Toronto	cloudy	-3
	London	far	12	London	far	12	Las Palmas	sun	25	New York	far	12	Warsaw	showers	11
	Luxembourg	showers	8	Luxembourg	showers	8	Lyon	far	9	Nice	rain	14	Vienna	far	4
	Madrid	far	13	Madrid	far	13	Nicosia	sun	15	Nicosia	sun	15	Warsaw	far	3
	Manila	far	12	Manila	far	12	Osaka	showers	11	Osaka	far	11	Wellington	rain	20
	Moscow	far	15	Moscow	far	15	Perth	sun	29	Perth	sun	29	Winnipeg	cloudy	-3
	Mumbai	far	19	Mumbai	far	19	Prague	far	2	Prague	far	2	Zurich	rain	8

Station at 12 GMT. Temperatures maximum for day. Forecasts by Meteo Consult of the Netherlands

We can't change the weather. But we can always take you where you want to go.

Lufthansa

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IN BRIEF

JP Morgan rises sharply to \$366m

J.P. Morgan's move into the investment banking business continued on track in the final months of last year as the New York-based bank reported a further jump in income from securities underwriting and merger advisory work. Its after-tax profits for the period climbed to \$366m, or \$1.80 a share, from a depressed \$193m, or 96 cents, a year before. Page 23

Prince - artist formerly working for Warner

Prince (left), the pop-star widely known for having changed his name to an unpronounceable squiggle, announced he was breaking with Warner Bros Records of the US, blaming corporate turmoil for his decision. A statement from the singer-guitarist, who has been with the Time Warner music subsidiary for almost 20 years, said the "unstable and ever-changing management structure had made it impossible for the company to effectively market and promote its flagship artists". He said he was prepared to deliver three more albums under the Prince tag and thus fulfil his contract. Page 23

Lyonaise predicts profits fall for 1995

Lyonaise des Eaux, the French water and utility group, warned its key stakes in Elyo, the French energy and heating company, and Brochier, the German construction and pipe group, would drag its 1995 net profits below their FF71.06bn (\$215m) level in 1994. Page 22

KLM takes 26% stake in Kenya Airways

KLM, the Dutch national carrier, is to pay \$26m to acquire a 26 per cent stake in Kenya Airways. The deal, first signalled last month as the two parties went into detailed negotiations, is the flagship of the east African government's three-year privatisation and reform programme. Page 23

UK building society to convert to bank

Woolwich Building Society, the UK's third largest, said it planned to become a bank and use its new status as a public limited company to make acquisitions. The decision should lead to the distribution of free shares to up to 3.5m qualifying savers and borrowers at the time of flotation, which is due to take place in late 1997. Page 24

Gold shares enjoy mixed fortunes

There were mixed fortunes for gold-related stocks as gold futures rose to \$400 per troy ounce in New York. In Tokyo and Manila, the recent rise in gold markets lifted mining stocks, while Johannesburg's gold shares shot up to a 13-month high on the back of the former bullion price. However, gold stocks fell in Toronto as investors took profits. Back Page

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Chief price changes yesterday

FRANKFURT (DM)			
Bohle			
AG Ind & Work	26.1	- 2.4	
Adia Pfl	67.2	- 2.8	
OLW	223	- 5	
GDH	222.5	- 11.5	
Hertz	291	- 5.5	
MS Deutsche	275.5	- 8	
NEW YORK (\$)			
Alcoa	35 1/4	+ 2 1/4	
Quint	50	+ 2 1/4	
Shawmut Tech	52 1/2	+ 3 1/4	
Shawmut	52 1/2	+ 3 1/4	
Steel	16 1/4	+ 1 1/4	
Shawmut	224	+ 2 1/4	
Walden	19 1/2	+ 3 1/4	
LONDON (£ pence)			
Bohle	404	+ 21	
Bohle	56	+ 5	
Bohle	148	+ 14 1/2	
Bohle	190	+ 10	
Bohle	300 1/2	+ 20 1/2	
Bohle	788	+ 37	
TOKYO (¥)			
Bohle	19 1/4	+ 1 1/4	
Bohle	144	+ 1 1/4	
Bohle	19 1/4	+ 1 1/4	
Bohle	6	+ 1/4	
Bohle	11 1/4	+ 1 1/4	
Bohle	3 1/2	+ 0 1/2	
Bohle	467 1/2	+ 135	
FRANKFURT (DM)			
Bohle	590	- 21	
Bohle	218	- 30 1/2	
Bohle	889	- 21	
Bohle	881	- 21	
Bohle	94	- 28	
TOKYO (¥)			
Bohle	608	+ 21	
Bohle	480	+ 36	
Bohle	2470	+ 160	
Bohle	85	- 30	
Bohle	85	- 34	
Bohle	5110	- 340	
BOHLE (KOBE)			
Bohle	7.9	+ 0.5	
Bohle	5.5	+ 0.25	
BOHLE (LONDON)			
Bohle	7	+ 0.4	
Bohle	0.51	+ 0.08	
Bohle	0.58	+ 0.11	
Bohle	0.55	+ 0.18	
BOHLE (FRANK)			
Bohle	87	+ 5	
Bohle	169	+ 10	
Bohle	86	+ 5.5	
Bohle	81	+ 7	
Bohle	27.25	- 3	
Bohle	41	- 3	

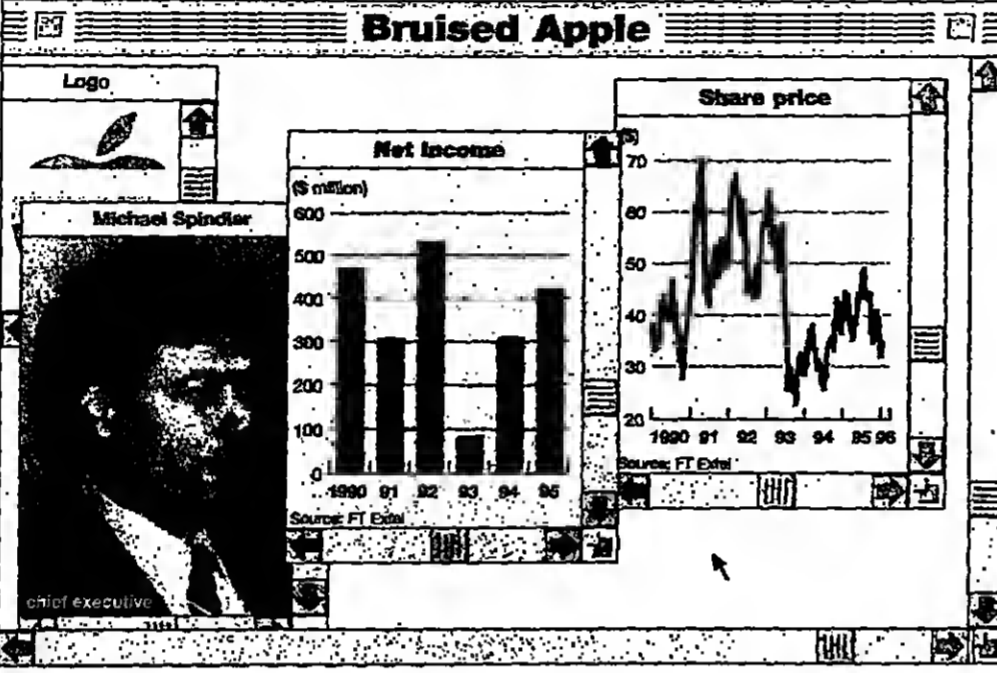
BP to shed refineries and cut capacity

By Robert Corzine in London
 British Petroleum is to sell two refineries and close another as part of a restructuring which will cut 30 per cent of its worldwide refining capacity. The company is to take a \$1.1bn charge in its results for the fourth quarter of 1995 to cover the costs of planned sales of its refineries at Lima in the US state of Ohio, and Laverla, France, and the closure of the Pernis section of the Nardoo refinery in Rotterdam, The Netherlands. The rationalisation will not affect BP's UK operations. Mr John Browne, BP's chief executive, said overcapacity in the sector and thin refining margins in most of the world meant "only a few companies can make a decent return in the industry". He said BP had no intention of quitting refining. Yesterday's move would allow the company to concentrate on those refineries which could be "among the most competitive in the regions in which they operate". The company began the restructuring

last November with the sale of its Marcus Hook refinery in the US to Tesco. The US refining group, for \$205m, BP took a charge of \$385m in its third-quarter last year to cover book value losses and potential environmental liabilities at Marcus Hook. Although BP's share price closed last night at \$20 1/2, 13 1/4p down, analysts generally welcomed the decision, which some said might prompt other large integrated oil companies to embark on similar rationalisations. "Other companies face the same

dilemma as BP, and this should make it easier for them to take the same action," said Mr Jeremy Hindson, energy analyst at brokers Salomon Brothers in London. Mr Browne said no buyers had been lined up for either of the refineries to be sold. BP would prefer outright sales, but would consider joint ventures or other co-operative proposals. The closure of the two "was an option" if buyers failed to materialise, said Mr Browne. Further refinery rationalisation was also possible, although "I don't expect further moves on this scale". BP's refining capacity will be cut from 2m barrels a day to 1.4m b/d. That is 400,000 b/d less than its sales. BP will make up the difference by buying on international wholesale markets. Mr Browne said six of BP's remaining refineries already met the company's new criteria that they should be in "the top 25 per cent in efficiency and profitability" in their region. More money would be invested in five others to bring them up to the same position, he added. An exercise in self-help, Page 16; Lex, Page 20

PC pioneer is reviewing operations as deficit looms



Apple left with few options as strategy turns sour

Apple Computer is headed for a bruising fall. The personal computer industry pioneer expects heavy losses for the Christmas quarter and is preparing cuts and management changes. Faced with severe price competition, particularly in the US and Japan, and the rising popularity of rival PC products based on Intel microprocessor chips and Microsoft Windows software, the 20-year-old company has been forced to slash prices. The strategy, developed by Mr Michael Spindler, who took over as chief executive of Apple in 1993, has been aimed at lifting Apple's 9 per cent market share towards an ambitious target of 20 per cent. That strategy appears to have failed. Apple announced on Wednesday that it anticipated an after-tax loss of about \$98m for the first fiscal quarter ended December 23. Restructuring charges, as yet unspecified, as well as an 82m write-down of the value of its inventories, will make Apple's net losses for the quarter much deeper. Apple said it was undertaking a "thorough review" of its operations. Analysts expect this to result in lay-offs of up to 2,000 employees - nearly 15 per cent of the workforce - and the possible sale or closure of some of the company's operations. The expected loss has heightened speculation about a merger or takeover. Following the departure over the past few months of Apple's chief financial officer and top marketing executive, the company this week announced the resignations of two more senior executives: Ms Barbara Krause, vice-president of communications, and Mr Keith Fox, vice-president in charge of the home computer division. The role of Mr Spindler is in the balance, say industry analysts. "I expect some strong statements from Apple about which segments of the PC market it plans to pursue," when the company announces its first-quarter results next week, he said.

Lonrho plans demerger of mines into \$1.5bn operation

By David Wighton in London
 Lonrho, the mining and trading group built up by its former chief executive Mr Tiny Rowland, yesterday announced plans to demerge its mining interests into a new quoted company valued at more than \$1.5bn (£1.5bn). The group reported higher-than-expected full-year profits of \$151m, up 40 per cent, before exceptional items. The shares rose 5 1/2p to 122 1/4p valuing the group at \$1.5bn. Mr Dieter Bock, the German financier who ousted Mr Rowland last year, said Lonrho's conglomerate structure meant the value of its assets was not properly reflected in its share price. "This accordingly reduces our ability to develop these businesses." He described the mining demerger as a first step and while he stressed no decisions had been made about other parts of the group, analysts believe Lonrho will sell its hotels and

hive off its African trading operations into a separate company. Lonrho's mining assets include a 41 per cent stake in Ashanti Goldfields, the quoted Ghanaian-based gold miner, and platinum interests in South Africa which it has agreed to put into a quoted joint venture with Gencor, the South African mining group. Lonrho also owns Duiker, a South African coal mining company, and is the leading gold miner in Zimbabwe. Apart from the small Zimbabwe operation, all the assets are separately quoted companies with Lonrho's stakes valued at just over \$1bn. The mining interests made profits of \$23m last year before exceptional and tax and before minorities of \$11m, compared with \$72m in the previous year. The demerger will not take place until the summer at the earliest, not least because Lonrho is awaiting clearance from the European Commission for the platinum joint venture. Some analysts said Lonrho might sell the mining interests if it received an attractive offer from the likes of Anglo American, the South African mining group which is thought to be interested. Assuming the demerger goes ahead it will take the form of a liquidation and reconstruction which would be tax-free with no costs other than professional fees. Lonrho's investors will receive shares in the mining operation and new shares in the remaining group with the existing shares rendered valueless. Mr Bock said no final decisions have been made on management or the allocation of Lonrho's \$550m of central debt between the two companies. But it is expected the mining company will be headed by Mr Terence Wilkinson, who is responsible for Lonrho's mining operations in South Africa, Namibia and Zimbabwe, under a non-executive chairman recruited from outside the group. Mr Bock is likely to have a seat on the board but devote most of his time to the remaining group.

Orange aims to float in March

By Bernard Gray and Christopher Price in London
 Orange, the digital mobile phone network, is to be floated in London and New York in March, provided there is not a slump in world equity prices in the next few weeks. The company is expected to be valued at around \$2.2bn (£3.4bn). Orange's two owners, Hutchison Whampoa, the Hong Kong conglomerate, and British Aerospace, intend to sell 25 per cent of their shareholdings in the offer. Hutchison's stake will fall from 68.5 per cent to around 51 per cent and BAE's interest will fall from 31.5 per cent to about 24 per cent. No new funds will be raised in the flotation, which is being organised by Dresner Kleinwort Benson and Goldman Sachs. However, with 25 per cent of the existing shares available to outside investors, the company should be eligible to join the FT-SE 100 index of leading companies on the UK stock market. Orange's board is also being reconstituted, bringing in senior non-executive directors. Presentations to UK analysts and investors are likely from mid-February and a roadshow is being booked. The listing will capitalise on the positive sentiment surrounding Orange, which is Britain's fastest growing mobile network operator. The company exceeded analysts' expectations by attract-

ing 50,000 new subscribers in December. Orange refinanced £1.2bn of debt at the end of 1995, repaying loans made by the shareholders to finance the roll-out of its network, in preparation for the sale. The original shareholders had around half of their investment repaid in the debt refinancing, and the flotation will effectively repay the other half, leaving both companies with their reduced shareholdings effectively at zero cost. BAE has invested about £200m in Orange so far, received £140m from the refinancing, and is likely to receive about £180m from reducing its stake. Hutchison will receive about twice that amount.

Barney's files for Chapter 11 as dispute with Isetan grows

By Tony Jackson in New York
 Barney's, the up-market New York fashion retailer, has filed for Chapter 11 bankruptcy amid an acrimonious dispute with its Japanese partner Isetan, the retail group. The company said it planned legal action against Isetan for withdrawing \$50m from the companies' joint business. Barney's difficulties represent the latest example of problematic Japanese investments in the US. Isetan, which said it had invested or lent \$61.6m (\$68m) in the privately-owned Barney's, formed a partnership with the New York company in 1989 to help its ambitious expansion plans in the US and Asia. These included a store on New York's Madison Avenue, completed in 1993 at a cost of about \$185m, and stores in Tokyo and Beverly Hills. Isetan said yesterday that Barney's had stopped payments on its loans in March last year. It also claimed it had learnt in November that Barney's had been heavily loss-making, contrary to its previous claims. It was reported yesterday that Chemical Bank, which raised \$40m of private finance for Barney's in 1994, would provide \$100m to support the business through its Chapter 11 reorganisation. Barney's and Chemical were unavailable for comment. Barney's is headed by Mr Gene Pressman and Mr Robert Pressman, who were appointed joint chairmen a year ago. Their grandfather, Mr Barney Pressman, founder of the business, died in 1991. The joint venture with Isetan was aimed at opening stores in Japan and Asia, as well as adding 30 outlets in the US to Barney's two stores in Manhattan over a space of five years. Speculation of difficulties at Barney's have surfaced before, due to reports of late payments to suppliers and contractors. Two years ago, the company released financial data for the first time to dispel fears, showing a net profit of \$5.9m on sales of \$150m for the last five months of 1993. Yesterday, the company was reported as saying that sales in the same period of 1995 had been up 12 per cent on the year before, and its gross margin had improved. The company said it planned to submit a reorganisation plan which would repay 100 per cent of its obligations to banks and creditors. In the US, a company can file for protection under Chapter 11 of the country's bankruptcy laws. The company continues to operate under existing management while working with creditors to reorganise the business.

Financing corporate change

This announcement appears as a matter of record only

Pinault Equipement MBO of French equipment dealer and rental company Sole Debt Arranger	December 1995
Willhire Group Limited MBO of vehicle rental business Sole Debt Arranger	December 1995
United Transport Logistics MBO of French logistics company Sole Debt Arranger	December 1995
Structo AB MBO of steel tube processor Sole Debt Arranger	December 1995
Porterbrook Leasing Company Limited MBO of passenger rolling stock leasing company from British Rail Debt Co-Arranger	November 1995
ADS Anker Group MBO of electronic point of sales solutions provider from BTR plc Debt Co-Arranger	August 1995

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EUROPEAN NEWS DIGEST

Investment for Greek gold plant

TVX Hellas, a subsidiary of Canada's TVX Gold, is investing \$150m to build a gold extraction plant at Kassandra Mines, the northern Greek base metals producer. Government officials said it would be the largest foreign investment in Greece for more than a decade. The deal also marks the first large privatisation to be completed in Greece for more than two years.

TVX Hellas acquired Kassandra, a state-owned facility in liquidation, for Dr11.2bn (\$47m) after negotiations with the industry ministry, which runs the government's privatisation programme. The company will make a down payment of Dr4.5bn with the remainder to be paid in equal annual instalments over the next five years, plus interest.

Kassandra's assets include three mines producing lead, zinc and silver, milling facilities and a ship-loading installation. During 20 years of mining operations, Kassandra also built up a 200,000-tonne stockpile of gold-bearing pyrite with a gold content of about 25 grams a tonne - equivalent to about 145,000 ounces of gold.

Kassandra has ore reserves estimated at 14m tonnes with a grade of 6 grams a tonne of gold. The Greek government is expected to provide up to \$88m towards TVX Hellas's total investment of \$204m over the next three years. The extraction plant will produce 180,000 ounces of gold equivalent in the first year of operation.

Italian bankers join Ina board
The chairman of three Italian banks have joined the board of Ina, the Italian insurer, after taking just under 10 per cent of the company's shares in the second stage of its privatisation last year.

RWE enters telecoms link-up
RWE, the industrial conglomerate built around Germany's biggest utility, has signed contracts with two other utilities, VEW and VEAG, to pool their various telecoms activities.

Setback for Veba
Veba, the German industrial conglomerate, yesterday suffered a setback in its efforts to branch out into telecoms when it emerged the group was no longer in the running for a 49.9 per cent stake in DBK, the telecoms subsidiary of the federal railway network, Deutsche Bahn.

Norwegian bank stake for sale
Norway's Government Bank Investment Fund, which holds the state's extensive bank shareholdings, signalled it would sell its 41 per cent stake in Union Bank of Norway - presently worth Nkr1.65bn (\$280m) - within three months.

SAP, the German software group, said three of its founder shareholders had transferred a 38.11 per cent of their holdings into three non-profit foundations and a trust to maintain the company's independence. The four institutions intend to reach an agreement to have a consensus voting right.

Cofir, the Spanish company, confirmed it had broken off talks to acquire a 60 per cent stake in Telepizza from the company's minority shareholders. Cofir said it did not agree with Telepizza's Pstabin (\$74m) valuation. Telepizza has about 250 owned and franchised outlets.

Accor, the French hotels group, expected to raise about FF1.7bn (\$344m) from the previously announced sale of 17 buildings in its Sofitel chain. The sale should be completed by the end of the first half of 1996, said Accor, confirming a report in Les Echos newspaper.

LOTHBURY
Lothbury Funding No. 1 PLC
\$144,000,000 Class A1 Notes
\$150,000,000 Class A2 Notes
\$6,000,000 Class B Notes
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HEMISPHERES FUNDING CORPORATION
Guaranteed Asset Backed Floating Rate Notes, Series 1995-A
U.S.\$301,000,000

ANZ Bank
Australia and New Zealand Banking Group Limited
U.S. \$250,000,000
Floating Rate Notes due 1998

APPOINTMENTS ADVERTISING
appears in the UK edition every Wednesday & Thursday and in the international edition every Friday.

Lyonnaise des Eaux warns of profits setback

By David Buchan in Paris
Lyonnaise des Eaux, the French water and utility group, yesterday warned its large stakes in Elyo, the French energy and heating company, and Brochier, the German construction and pipe group, would drag its 1996 net profits below their FF1.06bn level in 1994.

brochier altogether, a possibility which the French group did not last night exclude.
Lyonnaise began last year by signalling an increase in profits of as much as 25 per cent. During the first half it achieved a 17 per cent increase in net profits to FF600m on unchanged turnover. But since then the general economic climate for Lyonnaise, where management effort has been focused on putting new ethics and internal audit committees in place, has deteriorated.

Debt fund planned for central and east Europe

By John Thornhill in Moscow
International investors should be able to access some of the highest yielding government paper in the world through a specialist fund being set up by the Templeton fund management group. The company aims to raise \$300m to purchase central and eastern European government debt instruments.

Hamburg real estate business falters

By Judy Dempsey in Berlin
A leading Hamburg property developer is expected to face bankruptcy charges after running up debts of more than DM1bn (\$695m) on building projects in Hamburg and the state of Schleswig-Holstein, bankers yesterday confirmed.

Saab car sales rise falls short of target

By Hugh Carnegie in Stockholm
Saab Automobile, the struggling Swedish carmaker managed and half-owned by General Motors, achieved an 11 per cent increase in car sales last year but the total fell slightly short of earlier-stated targets and the company said the increase had come at the cost of lower margins.

Shareholders to restructure Cap Gemini

By Andrew Jeck in Paris and Judy Dempsey in Berlin
The leading shareholders in Cap Gemini Sogefi, the large France-based computer consultancy business, yesterday announced a FF2.1bn (\$420m) refinancing and a new structure designed to clear up questions over the ownership of the group.

S&P criticises Poland's bank consolidation strategy

By Anthony Robinson
The Polish government's new bank consolidation and privatisation strategy "would not significantly enhance the creditworthiness" of the two main banks involved, or be sufficient to propel either into the investment-grade range for zloty denominated obligations, according to Standard & Poor's, the international credit rating agency.

Transfusion of fresh blood for the Wallenberg empire

Mr Berthold Lindqvist, chief executive of the Swedish medical technology group Gambro, is about to be swallowed by the Wallenberg empire, Europe's most powerful industrial dynasty. He is not exactly brimming with enthusiasm about the prospect.

COMPANY PROFILE: GAMBRO

Market capitalisation \$2.7bn
Main listing Stockholm
Historic P/E 25.7
Gross yield 1.06%
Earnings per share 1994: 6.06
Current share price SKr 132.0

Shareholders to restructure Cap Gemini

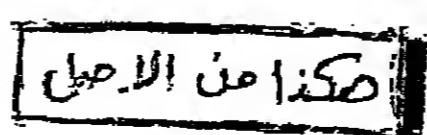
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Warner Bros loses its formerly loyal Prince

By Christopher Parks in Los Angeles
Prince, the pocket-sized pop star widely known for having changed his name to an unpronounceable squiggle, yesterday blamed corporate turmoil for his decision to break his links with Warner Bros Records.

A statement from the apparently agitated singer, who has been with the Time Warner group's music subsidiary for almost 20 years, said the "unstable and ever-changing management structure had made it impossible for the company to effectively market and promote its flagship artists."

Numbering "The Artist Formerly Known as Prince" as a member of this flotilla, he said he was prepared to deliver three more albums under the "Prince and the New Power Generation" name, but that he was "not interested in the contract. The inspiringly-titled 'Prince: The Vault' in three volumes, has already been recorded, according to his spokesman. After its release he would relaunch with a new recording, 'Emancipation'."

Although Warner Bros could not be contacted for comment, the pop-star's spokesman's claim of a dispute dating back 18 months indicated there was more to the planned defection than the sight of blood on the record company's boardroom carpet.

This was quelled in copious quantities only in the latter part of last year, first, the sacking of Mr Doug Morris, head of Warner's US record business, followed by the ousting of Mr Michael Fuchs, chief of Warner Music and the Home Box Office television business.

Music industry observers said Prince's anxieties were common among established acts which saw their popularity being eroded by advancing age and upcoming generations of new groups.

Although Prince's latest record, "The Love Symbol Album", has been nominated for a Grammy award, and he is enjoying a successful tour in Japan at present, he has reportedly lost the ability to fill the "big barn" auditoriums in the western world by which music companies measure their stars' pulling power.

Despite his fading charms, the artist is not expected to have great difficulty finding a new recording company. Mr George Michael, the temperamental British rock star, last year split acrimoniously with Sony and immediately fell into the arms of the youngest company in the business, Mr Steven Spielberg's DreamWorks.

Shandwick in \$40m loan note placement in US
Shandwick, the UK public relations company, yesterday said it had completed its capital restructuring with the refinancing of 50 per cent of its borrowings through a \$40m private placement of unsecured loan notes in the US and new unsecured bank facilities of £27m (\$41.7m), writes Antonia Sharpe in London.

The loan notes, which pay a fixed rate of 7.75 per cent, have a maturity of eight years. Of the £27m bank facilities, provided by Lloyds, Midland and Fuji, £12m is on a five-year term, £5m is a two-year credit line and £10m is on overdraft.

Mergers drive pays off for JP Morgan

By Richard Waters in New York
J.P. Morgan's move into the investment banking business continued on track in the final months of last year, as the New York-based bank reported a further jump in income from securities underwriting and merger advisory work.

Together with strong earnings from the world's buoyant bond markets, the advance enabled the bank to report better than expected results for the last quarter of 1995. Its after-tax profits for the period climbed to \$368m, or \$1.80 a share, from a depressed \$193m, or 96 cents, a year before.

The news helped lift Morgan's shares by \$3 in morning trading in New York to \$77. The US bank strengthened its foothold in the mergers and acquisitions business, particularly outside the US, with a string of important takeovers in the second half of last year. These included advising TSB on its sale to Lloyds Bank and Hoechst on its acquisitions of Marion Merrell Dow.

In the US, meanwhile, the bank pulled off one of the more improbable acquisitions of the year - the purchase by Westinghouse Electric, the struggling industrial conglomerate, of CBS, the weakest of the three big television network companies.

Corporate finance revenues in the final quarter were \$158m, up 30 per cent on a year before. For the year as a whole, income rose 85 per cent to \$54m.

These increases, however, did not match those of Wall Street's more established investment banks last year. Morgan Stanley and Lehman Brothers each last week reported a jump of around 70 per cent in their underwriting and advisory income during the final three months of the year.

The difference reflects J.P. Morgan's slower start in the US equity markets, particularly where underwriting is concerned. Traditionally, the most profitable business for Wall Street, the booming primary equity market made 1995 a banner year for the small number of investment banks that have a lock on the area.

Profit margins from underwriting bond issues, on the other hand, have come under pressure as a handful of commercial banks have made inroads to the US debt securities markets.

Merger activity was particularly strong in the US, with a string of important takeovers in the second half of last year. These included advising TSB on its sale to Lloyds Bank and Hoechst on its acquisitions of Marion Merrell Dow.

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NEWS DIGEST

KLM takes 26% of Kenya Airways

KLM, the Dutch national carrier, is to pay \$26m for a 26 per cent stake in Kenya Airways. The deal, first signalled last month when negotiations started, is the flagship of the East African government's three-year privatisation and reform programme.

The agreement marks the start of a partnership which will improve KLM's access to African destinations while allowing Kenya Airways to extend its range to the US, Asia and Pacific. Yesterday's signing is the culmination of a three-year restructuring drive by Mr Brian Davies, Kenya Airways' managing director. The deal also paves the way for the African airline's flotation on the Nairobi Stock Exchange, expected to be the largest share issue in the country's history.

Mr Musalia Mudavadi, the finance minister, admitted yesterday that until the carrier's restructuring started in 1992, it was "a typical example of a parasitical basket case". Within a year losses had been reduced to \$30m. Last year, the airline reported a \$17m profit. Under the agreement, KLM will spend an additional \$2m on "technical assistance", bringing Kenya Airways' service standards up to levels set by KLM and its existing partners.

Strong finish buoys Fannie Mae
Fannie Mae, the largest provider of mortgage funds in the US, reported slightly higher net income for 1995, and forecast "excellent earnings gains in 1996". Net income for the fourth quarter and the year were affected by a \$350m special contribution to the Fannie Mae Foundation. In the final quarter, net income was \$498m, or \$1.48 a share, after the charge (and \$636m, or \$2.31, before). That compares with the previous fourth quarter when net income was \$533m or \$2.02.

Acquisitions help boost Laidlaw
Laidlaw, the North American transport and waste management group, said acquisitions last year helped raise first-quarter revenues 42 per cent, and earnings by 31 per cent. For the three months ended November 30, Laidlaw posted net profit of US\$60.2m, or 18 cents a share, up from \$38.2m, or 14 cents, a year earlier on revenues of \$98m against \$75m.

Foster's winemaker offer backed
Directors of Mildara Blass, the Australian winemaker facing a \$482m (US\$359.9m) takeover offer from Foster's Brewing Group, yesterday recommended acceptance of the deal. However, they advised shareholders to "consider timing of their acceptance to allow for any more favourable offer to emerge".

Daichi to take stake in Brashes
Daichi, one of Japan's largest consumer electronics retailers, is taking a 49 per cent stake in Brashes, the Australian electronics chain, for around A\$11m (US\$8.2m). Once the sale, subject to approval under Australia's foreign investment rules, is completed, Brashes' owners plan a rights issue.

Wu to boost rate of Cepa payout

By Simon Holberton in Hong Kong
Mr Gordon Wu plans to increase the dividend payout rate of his Consolidated Electric Power Asia subsidiary to about 80 per cent of after-tax profits in a move which is likely to cause disquiet among investors.

Mr Wu denied in an interview that there was anything untoward about the decision. "Everybody's getting it; the shareholders are fairly treated," he said.

However, a power industry analyst with a US securities firm said: "I hate the idea. It is robbing Peter to pay Paul. Investors buy Cepa because they want to see it grow, not to give the cash back."

The decision to increase the payout rate comes at a time when Hopewell Holdings, Mr Wu's flagship and a 63 per cent shareholder in Cepa, is raising cash to lower its gearing. Cepa paid out 24 per cent of its after-tax profits in dividends to ordinary shareholders in the year to 30 June 1995. This amounted to HK\$412m (US\$18.2m).

If the higher dividend payout rate were applied to the 1995 year then it would have paid out HK\$471m in dividends, of which HK\$296.7m would have accrued to Hopewell, against the HK\$288m actually paid.

Mr Wu also indicated that Cepa planned to increase the amount of "quasi-equity" it raised from external sources to fund Asian power station development. Of the US\$1.8bn raised to finance Tanjung Jati, we do not have to pay hefty import duties and value-added tax on equipment. Pakistan is friendly to foreign investors - we have a 30-year tax holiday - and we will probably do it for US\$1.5bn."

He is similarly upbeat about India and says he is looking at projects in Bangladesh. This reflects his close association with the International Finance Corporation, the commercial arm of the World Bank, which encouraged him to look at power projects in Asia when China closed its door to foreign participation in its power industry.

Mr Wu did the last foreign funded power station deal in China - Shajiao C - and some industry observers suggest that part of China's reluctance since to sanction foreign ownership is because Mr Wu bragged about the returns he earned.

"I think this is a case where the success of some foreign investors gave some people the wrong ideas," he says. "They (China) think [foreign investment] is a zero-sum game. They think they can do it themselves. What they don't realise is if they get it wrong they bear 100 per cent of the losses."

Mr Wu is no stranger to controversy. His decision to raise Cepa's dividend payout is likely to be regarded by analysts as his way of putting Cepa's cash into Hopewell. Mr Wu says he expects Cepa's 25-year contract to operate Pagbilao to be extended by between two and five years to make up for lost income. He said transmission lines which would be at the plant by the end of March and Pagbilao, and would start operating soon afterwards, would generate revenues of US\$18m a year.

Power industry executives in Asia credit Mr Wu with single-handedly creating the independent power industry in the region. "Cepa has been the pre-eminent power development company in the region," says the head of a US power company in Hong Kong. "It is a wonderful accomplishment given that they weren't even in the power industry."

A European industry executive says he believes it is vital for the power industry in Asia that Mr Wu pulls through his present difficulties. "The biggest problem is the banks," he says. "If they have confidence in someone or something then they will invest. They have that confidence in Gordon Wu. It is critical for the future that banks do not lose confidence in him. If they did, money would dry up overnight for independent power in the region."

Mr Wu betrays no sign of concern about the future. He is optimistic about prospects in the Indian sub-continent, where it appears that a power

lost revenue. Mr Wu said he would press for some of the lost bonus to be paid back. "The problem at Pagbilao - which was also completed early - is of a different type. Cepa's contract specified that the Philippines' National Power Corporation (NPC) would pay for Pagbilao's electricity as soon as it was ready to go into production.

Production was available in October, but the NPC's transmission lines were then 12km away. This sparked a dispute but Mr Wu says a solution is in sight. "The dispute can be settled in one of two ways," he says. "Either they can pay more over the life of the contract, or they can extend the life of the contract. They'd like an extension and we want to settle it amicably, we'd like to preserve good will."

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Powerful ambitions at Hopewell

HK group is upbeat about its future prospects, says Simon Holberton

Last year was Gordon Wu's annus horribilis. But Asia's leading infrastructure group, which consists of Hopewell Holdings and its listed subsidiary Consolidated Electric Power Asia (Cepa), has survived.

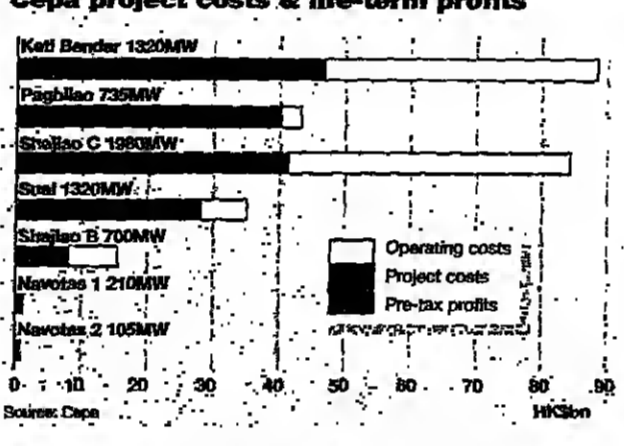
Mr Wu now hopes that after he and his flagship Hopewell have weathered last year's storm he will be able to navigate into slightly calmer waters this year.

To reduce debt, he plans to spin off the roads and transportation projects that Hopewell owns and is developing into a company to be called Consolidated Real Estate and Transport Asia. This amounts to a sort of "son of Cepa" for Mr Wu's highways, light rail and property development interests. He says he has already received commitments for HK\$35m (US\$47m) from foreign, mostly Japanese, investors in a projected initial capital raising of HK\$90m.

If 1995 was a tough year for Hopewell, it did not finish well for Cepa either. Two of the company's most important projects - the 750MW coal fired power station at Pagbilao in the Philippines, and the 1,560MW Shajiao C coal fired station in Guangdong - ran into difficulties.

In both cases the problems have threatened bonuses that Cepa would have earned for completing projects early. In the process, Mr Wu's reputation as a savvy independent power producer has been affected.

In an interview, Mr Wu said the problem at Shajiao C had been rectified and the power station had been fully operational since the beginning of this year. But, the six to eight month delay - caused first by vibration in the station's GEC-Alsthon turbines and then in the same company's generator - has cost Cepa US\$100m in



lost revenue. Mr Wu said he would press for some of the lost bonus to be paid back. "The problem at Pagbilao - which was also completed early - is of a different type. Cepa's contract specified that the Philippines' National Power Corporation (NPC) would pay for Pagbilao's electricity as soon as it was ready to go into production.

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Grupo Carso plans to split stock into two groups

By Daniel Dombey in Mexico City
Grupo Carso, the Mexican holding company which has active control of the country's telecommunications group Telefonos de Mexico (Telcel) and shares in a range of industrial and retail concerns, plans to split its stock into two separate companies.

The proposal, which has yet to be approved by shareholders, would create a telecommunications and multimedia company with global aspirations. "Traditional Carso" would include companies such as mining operation Fric, retailer Sanborns and cigarette manufacturer Cigarras, it would also include the country's main telecommunications group Telefonos de Mexico (Telcel) and shares in a range of industrial and retail concerns.

Grupo Carso, which has a market capitalisation of 48.5bn pesos (\$6.4bn), posted sales of 12bn pesos in the nine months to end-September 1995, and net income of 2.2bn pesos. Current shareholders would be issued shares in each of the companies.

The split would allow the telecommunications and multimedia company to expand its stake in Telcel from 8.4 per cent to 12.8 per cent in the next three years, using outstanding calls and equity swaps.

The new company would seek financing to set up media operations and look for operations outside Mexico. Traditional Carso would be free to use cash flow from its companies to expand its presence in Mexican infrastructure. "It's going to be a very, very large company," said Mr Fernando Chio Fardo, a Carso board member.

The new company is likely to be valued as a growth telecommunications stock, while Grupo Carso's price has largely hinged on valuations of its industrial components.

"The new holding company will very closely track Telcel but in the early stages may track it at a discount," said Mr Stefan Herz, an analyst at Kleinwort Benson in London.

Get-together foiled by cultural differences

Visions of a mega-merger between the Chicago Board of Trade and the Chicago Mercantile Exchange this week faded almost as quickly as the idea was floated as long-standing rivalries, which include personal jealousies between the two exchange's sitting chairmen, got in the way of discussion.

Although a Chicago exchange merger was backed by a high-level task force at the Chicago Board of Trade as a means of saving more than \$32m a year in a time of declining volumes, Mr Patrick Arbor, CBOE chairman, admitted that a merger, or any serious co-operative venture, would be very difficult to attain.

Ideas of a Chicago exchange merger have fallen at the first fence reports Laurie Morse

merger a daunting task, particularly in the areas of seat prices and a governance structure," he said. Privately, CME executives said that CME members would not be receptive to a plan that would involve assuming \$181m in debt - a reference to the mortgage the CBOE holds to finance new trading floor construction. The CME expanded its trading facility three years ago without assuming any debt.

Latin American financial derivatives on its Chicago trading floor. Member firms have become impatient at having to make dual investments in such ventures.

Mr Alexander Lamb, general manager for the Chicago office of Fimat, a global futures firm, said: "From our point of view operationally it would make a lot of sense to have one exchange in Chicago. Particularly for clearing, it would be better to have similar rules, similar financial systems."

As for the dividing rivalries, Mr Lamb said: "The individual exchanges have shown they have a lot of strength. It's just that down the road, as the business gets more difficult, they could benefit from a combined strength."

Seat prices at Chicago's two big futures exchanges have begun to recover, after tumbling in the fourth quarter of last year as volumes waned and brokerage firms consolidated. Prices on CBOE ranged from a high of \$710,000 to \$526,000 in 1995, and on CME from \$322,500 to \$506,000.

TNT Limited Subordinated Floating Rate Notes Due 1996. Interest Rate 6.09219% per annum. Interest Period 12th January 1996 to 12th July 1996. Interest Amount per U.S. \$100,000 Note due 12th July 1996 U.S. \$3,078.94. CS FIRST BOSTON Agent.

American Express Bank Ltd. Floating Rate Subordinated Capital Notes Due 1999. Notice is hereby given that for the Interest Period 16th January, 1996 to 16th April, 1996 the Notes will bear interest at the rate of 5 7/8% per annum. The interest payable on 16th April, 1996 against Coupon No. 35 will be U.S. \$14,335 per U.S. \$100,000 Nominal and U.S. \$3,638.66 per U.S. \$250,000 Nominal. DATED 17th DAY OF JANUARY, 1996. Principal Paying Agent ROYAL BANK OF CANADA EUROPE LIMITED.

OMRON CORPORATION. Notice is given that the following countries are to be included in the list of countries to which the company's products are to be exported. The company's products are to be exported to the following countries: Argentina, Australia, Austria, Belgium, Brazil, Canada, Chile, China, Colombia, Costa Rica, Czech Republic, Denmark, France, Germany, Greece, Hong Kong, India, Indonesia, Italy, Japan, Korea, Malaysia, Mexico, Netherlands, New Zealand, Norway, Pakistan, Philippines, Singapore, South Africa, South Korea, Spain, Sweden, Switzerland, Taiwan, Thailand, United Kingdom, USA, Venezuela, Yugoslavia.

COMPANY NEWS: UK

Acquisitions planned in personal finance with flotation in 1997

Woolwich to become a bank

By Alison Smith, Investment Correspondent

Woolwich Building Society, the UK's third largest, plans to become a bank and to use its new status as a public limited company to make acquisitions.

The flotation, due to take place in late 1997, should mean the distribution of free shares to up to 3.5m qualifying savers and borrowers.

If it followed the pattern of share distribution schemes adopted in similar deals, it would mean a basic bonus worth a few hundred pounds to all qualifying members. The rest would be shared among

longer-standing investors - probably those with accounts open at December 31 1994 - according to the balances in their accounts.

Woolwich is the latest in a string of building societies which have concluded over the past couple of years that remaining as mutual organisations, owned by their savers and borrowers, is too constricting given the increasing competition and consolidation in retail financial services.

Halifax, the UK's largest building society, plans to become a bank within the next year or so, while the purchase by Abbey National of National

& Provincial, the seventh largest society, is due to take effect in the summer.

Like Halifax, Woolwich emphasised that it did not intend to become like the high street clearing banks, but to maintain its focus on personal financial services.

Alliance & Leicester, the fourth largest society, has not yet announced that it will float but is widely expected to do so within the next month.

With an estimated market capitalisation of £2.5bn to £3bn (\$4.6bn) at today's prices, Woolwich would be significantly smaller as a plc than Abbey National or Halifax.

Once floated, it will be protected from hostile takeover for a five-year period, but could be vulnerable to a predator intervening in its plans between now and when the deal is put to its members for approval, in spring next year.

Mr Peter Robinson, Woolwich chief executive, said that the society would look at acquisitions to increase its presence in the life assurance, general insurance and unit trust markets. He added that purchases might not need to wait until after flotation.

"We have more than enough capital to pursue acquisitions up to conversion," he said.

Signet disposals could encourage Ratner comeback

By Neil Buckley

The prospect of a comeback by Mr Gerald Ratner to the jewellery business that once bore his name emerged yesterday as Signet, the UK's biggest jeweller, said it was inviting offers for its UK jewellery chains.

Ratner, renamed Signet in 1993, came close to collapse after over-expansion in the late 1980s, and falling sales exacerbated by Mr Ratner's infamous comment in 1991 that one of his products was "crap".

It has staged a partial recovery under new management, but still has bank borrowings of £350m, and has been under pressure for a break-up or financial reconstruction from rebel preference shareholders owed £100m in unpaid dividends.

Mr James McAdam, Signet's chairman, said yesterday good Christmas sales figures - with group like-for-like sales up 6 per cent in the eight weeks to Christmas Eve - had persuaded Signet it could realise value by selling its UK chains. Ernest Jones and H Samuel, which account for 40 per cent of group turnover, that would allow it to reduce borrowings and interest charges and concentrate on developing its US

business, Sterling, accounting for 60 per cent of turnover.

However, Signet would only sell "at the right price" and with shareholders' approval.

Although Mr Ratner was not available for comment yesterday, he is known to be talking to potential backers, including jewellery suppliers and venture capitalists, about putting together a bid for H Samuel, the more mass-market of the two chains.

Analysts were sceptical about whether Mr Ratner would be able to assemble backing. But there are several other potential bidders.

Mr Jurek Piasecki, chairman of Goldsmiths, the upmarket jeweller, is understood to have venture capital backing for bids of about £65m-£70m for Ernest Jones, or £250m for both chains. He confirmed yesterday his advisers were contacting Signet.

Argos, the cash-rich catalogue retailer which has about 10 per cent of the UK jewellery market, may also be interested, although a bid for both chains could run into monopoly problems. Analysts believe a bidding battle could push the price for both chains to about £300m - or slightly more if they were sold separately.

LEX COMMENT

Sears

Nearly four years after he took over as chief executive, Mr Liam Strong's re-organisation of Sears, the UK retailing conglomerate, is still in progress. Having taken the splintering engine apart, he is having difficulty getting all the parts to fit together again. The decision to sell the Saxone and Curtes shoe stores, two of the bits left lying on the floor, looks like a last-ditch attempt to bring the troubled shoes division under control. Mr Strong argues that by putting some of these stores under Sears' newer Shoe Express and Shoe City brands, he has transformed the business cheaply - a view that carries some weight.

However the whole exercise could surely have been carried out more quickly. Even now, any improvement is unlikely to be felt until the second half of 1996. Further cost-cutting, by outsourcing logistics, also awaits the green light.

Management credibility has taken a hit as a result of the latest dose of bad news in yesterday's trading statement. The resilience of the shares in the face of another round of profit downgrades suggests that the market is still banking on a rebound.

However even after these changes, there is a danger that Sears' portfolio of businesses will continue to stretch management talent too thin. If the hoped-for recovery does not materialise over the next year, time is likely to run out for the current management.

DIGEST

Sears announces disposal plans

Sears, the UK's biggest specialist retailing chain, announced disposal plans for more than 1,000 retail stores and concessions in the UK and the Netherlands, after its poor performance last year and disappointing Christmas sales.

British Shoe, the footwear division which has already been extensively rationalised since Mr Liam Strong arrived as group chief executive in 1992, will bear the brunt of the disposals, after like-for-like sales fell 10.9 per cent in the six weeks to January 6, and 11.7 per cent over the second half.

The Saxone and Curtes chains, together with smaller footwear concessions in other retailers, will be closed or disposed of - totalling about 575 outlets. The outlets together employ about 2,800 people, but Mr Strong said wherever possible stores would be sold as ongoing businesses.

Sears is making a provision of £30m to cover costs, but said trading profits should improve by about £8m a year by 1997. The 170-store Millers leisure wear chain, and 350-outlet Sears Retail Group (Holland) are also to be sold.

Sears is outsourcing information technology and accounting functions to Andersen Consulting, involving transfer of 800 staff, in a contract worth £344.5m over 10 years. It is also reorganising logistics and distribution into two large warehouses, serving its Freeman's mail order and other retail businesses. Reorganisation costs will be about £35m, but annual savings of £20m to £25m are expected by 2000.

Neil Buckley

Best results for 4 years at GGT

GGT Group, the advertising and marketing services group formerly known as Gold Greenlees Trotter, yesterday reported pre-tax profits up 10 per cent from £2.81m to £3.11m in the six months to October 31. Mr Michael Greenlees, chairman and chief executive, said the results represented the best pre-tax profits performance in four years.

The US companies performed strongly, benefiting, in particular, from the recent CompuServe account win, said Mr Greenlees. In continental Europe, the group invested in a Paris-based agency merging it with its existing operation in the market. A small loss, in line with expectations, was incurred in the first half.

Diane Summers

AIM float values IOC at £20m

Integrated Optical Components, which makes novel electronic devices to drive the information superhighway, plans to join the Alternative Investment Market through a placing likely to value it at about £20m (£31m). The flotation is likely to happen at the end of February, with Henry Cooke Lumsden acting as broker. New shares will be issued representing some 30 per cent of the enlarged company.

Alan Corne

SB set to simplify healthcare

SmithKline Beecham, the UK's second biggest pharmaceuticals company, is to merge its various service businesses into a single division.

The new division, called Healthcare Services, brings together four units.

They are diversified pharmaceutical services, the drugs distributor bought last year for £2.3bn, clinical laboratories, which provides lab services but has been one of the worst performing divisions for some years; diversified prescription delivery, a mail order business; the recently formed disease management group.

Dr Tadataka Yamada, chairman of the department of internal medicine at the University of Michigan Medical Centre, will become president of Healthcare Services.

Daniel Green

Forte defends 20% dividend promises

Forte yesterday spelt out how it could achieve a 20 per cent dividend increase for each of the next three years, and insisted that its proposed £800m share buy-back plan would enhance earnings.

It rejected Granada's doubts on the sustainability of the dividend increase.

Forte said that savings of £24m would take effect as soon as its roadside restaurants were sold to Whitbread. To cover the promised dividend twice, the new hotels company would need to raise pro-forma profits for 1996-97 from £200m to £248m.

This was clearly achievable, Forte argued, given a 9 per cent rise in annual sales and a conversion rate for new sales into profits of 55 per cent. These rates of

progress were in line with recent performance.

The argument between the two sides over the £800m share buy-back plan is a key to the debate over the valuation of Forte. It should be earnings enhancing in order to proceed, yet several analysts believe it will at best be neutral.

At the simplest level, the cost of repurchasing 201m shares would be £760m after tax recovery following the disposal to Whitbread. Buying the shares at the minimum planned level of 53p would cost 379p after tax.

At current interest rates of 7 per cent and with UK tax at 33 per cent, the cost of funding would be 4.7 per cent. This would

reduce earnings by 17.5p for each share repurchased - anything above that would be earnings enhancing.

This hurdle does not look too difficult to clear. Forecasts for 1996-97 profits are around £245m, giving earnings of about 20p.

However, the argument is complicated by Forte's effective tax rate, which is only 22 per cent after allowances for capital expenditure. The lower the tax rate, the less likely the buy-back is to be earnings enhancing. Interest costs are tax deductible, therefore the higher the rate the lower the effective financing cost.

Further, Forte is paying interest of 8 per cent or more at the moment.

Radical reshaping aimed at closing valuation gap

Dieter Bock believes Lonrho's assets will be worth more if divided, David Wighton reports

For the first two years after Mr Dieter Bock joined the board of Lonrho at the end of 1993, it was his battle with the conglomerate's architect, Mr Tiny Rowland, that grabbed the headlines.

But following Mr Rowland's ousting last year, Mr Bock has been able to turn his attention to reshaping the group. The first important move came last June when Lonrho announced the proposed merger of its platinum interests with those of South Africa's Gencor.

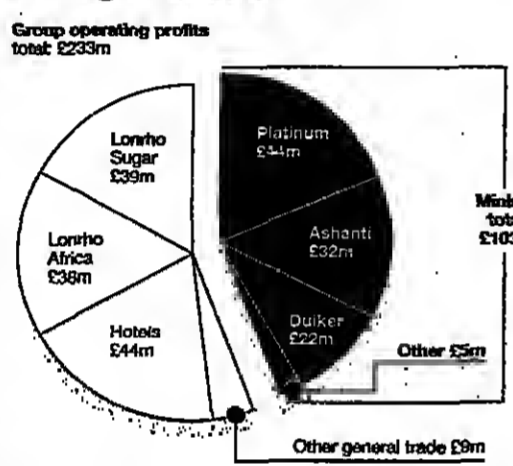
That paved the way for yesterday's more radical plan to demerge all Lonrho's mining assets into a separate company. And Mr Bock made clear that this was just a "first step" in his efforts to realise the value tied up in the rambling conglomerate.

Mr Bock's aim is the same as the string of companies which have joined the demerger bandwagon in the past few years. He believes that the stock market will value Lonrho's assets more highly if they are divided into separate, more focused companies.

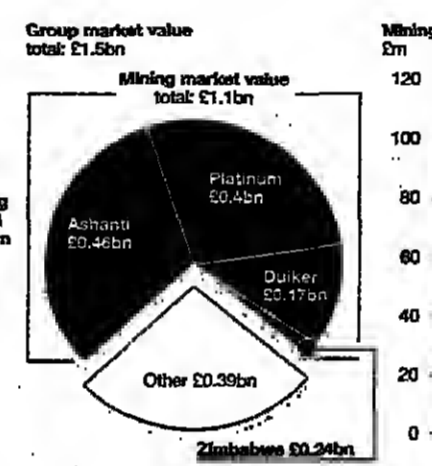
For Lonrho, the supposed undervaluation of the current group is more obvious than most. Most analysts estimate the value of Lonrho's assets at more than 240p per share. Even after the recent strong run, the shares, up 56p to 192 1/2p yesterday, still stand on a discount of about 20 per cent.

Mr Bock, who has an 18.6 per

Mining interests at Lonrho



Source: FT



cent stake, is determined to close the gap further.

The asset value of the mining interests is fairly easy to determine, since most consist of stakes in other quoted companies. The largest are Lonrho's 41 per cent stake in Ashanti Goldfields of Ghana, worth about £460m, and the platinum interests.

Under the terms of the Gencon merger, Lonrho will receive 32 per cent of a new company formed by the injection of its interests into Gencon's quoted Impuls. Based on Impuls's current share price, Lonrho's stake would be worth around £400m. It also has a majority stake in Dukler, a

South African coal mining group, valued at around £170m and half a dozen gold mines in Zimbabwe. These saw profits slip to £5m (£9m) last year because production, which requires large quantities of water, was affected by drought. But analysts believe the mines are worth significantly more than their book value of just £24m.

The mining company will also include a number of promising development projects in the former Soviet Union. Analysts estimate that these

should push the value of the mining companies to between £1.1bn and £1.2bn.

The platinum interests currently carry about £60m of expensive South African debt - which led to interest charges of £30m last year - but these will be absorbed into the new joint venture and will leave the mining company's balance sheet. It is thought that relatively little of Lonrho's remaining £470m of debt would be shifted into the mining company, leaving its asset value at perhaps £1.1bn.

Less clear is how the market will treat the new company. If it is viewed as a mining finance house - the equivalent of an investment trust holding shares in operating mining companies - its shares would be expected to trade at a discount to net assets. But Lonrho says that it has management control of all the companies and insists the shares should trade at a premium.

In the period under review, the mining interests, excluding exceptional items and minorities, increased post-tax profits

RESULTS

Company	Turnover (£m)	Pre-tax profit (£m)	EPS (p)	Current payment (p)	Date of payment	Dividends (p)	Total for year	Total for year
APFA	6 mths to Oct 31	5.74 (1.05)	0.817 (0.121)	0.7 (0.4)	Feb 23	0.4	-	0.9
Capelight	6 mths to Oct 26	33.9 (64.7)	10.1 (8.05)	8.7 (6.8)	Feb 23	3.9	-	10.5
Cassidy Brothers	6 mths to Oct 31	4.36 (4.36)	0.503 (0.52)	6.4 (6.52)	Apr 8	0.75	-	3
Dural Products	6 mths to Oct 31	4.96 (2.66)	0.773 (0.57)	3.261 (3.25)	Feb 24	0.75	-	6
Business Elect	Yr to Sept 30	55.6 (48.7)	3.62 (2.77)	44.78 (41)	8	4.7	10.2	5.8
GGT	6 mths to Oct 31	156 (143.8)	2.914 (2.56)	7.47 (7.16)	2.1	Apr 10	2	5.3
Goode Durant	6 mths to Oct 31	55 (42.3)	13.4 (8.4)	16.3 (6.4)	2.8	Feb 21	2.5	7.2
James Street	6 mths to Sept 29	40.5 (36)	3.73 (2.85)	14.32 (11.08)	4	Apr 8	3.5	10
Jays Hotel	6 mths to Oct 31	25 (21.4)	5.68 (4.14)	121 (112.2)	2.3	Mar 8	2.1	5.75
Lonrho	Yr to Sept 30	2,111 (1,964)	181 (112)	10.2 (8.5)	3	Apr 9	2.75	5.25
Lowe (Robert H)	Yr to Oct 21	15.53 (12.73)	1.49 (0.78)	1.67 (1.32)	0.2	May 1	0.2	0.8
Matthew Clark	6 mths to Oct 31	173.8 (125.4)	15.4 (7.19)	22.61 (19)	9	Apr 10	8	21
Provincetown	6 mths to Sept 30	10 (8.38)	0.169 (0.173)	0.47 (0.54)	18	Apr 1	0.1	0.7
PSIT	6 mths to Sept 30	11.7 (10.2)	7.75 (6.56)	4.47 (3.84)	2.25	Apr 1	2	5.25
RCC	Yr to Sept 29	49.2 (47.4)	2.88 (4.4)	18.03 (27.4)	11.05	Apr 3	11.05	18
Vandy (Flag)	6 mths to Oct 31	279.8 (164.8)	8.15 (5.03)	9 (7.5)	2.25	Apr 30	2	5.75
Investment Trusts	N/A (p)	Attributable Earnings (£m)	EPS (p)	Current payment (p)	Date of payment	Corresponding dividend	Total for year	Total for year
HTR Inc & Growth				1.54	Feb 13			

Earnings shown basic. Dividends shown net. Figures in brackets are for corresponding period. †After exceptional charge. ‡After exceptional credit. §Cash currency. ††Increased capital. †††Includes 1.25p foreign income dividend. ††††Corrections retained. †††††Net income. ††††††SUSI stock. †††††††Held interest, makes 4.5p to date.

PSIT plc

Interim Report

PROFIT UP INCREASED DIVIDEND

The Company's main activities of investment in property and securities showed continued improvement. Industrial property at Tyne Tunnel was sold to rationalise the portfolio. Modern office buildings were acquired at Solihull and at Fleet. Further lettings were achieved in the U.K.

- Revenue profit before tax up from £6.6 million to £7.5 million.
- Profit available to ordinary shareholders up by 16% to £5.4 million.
- Earnings per share increased from 3.8p to 4.5p.
- Interim dividend increased from 2.0p to 2.25p.
- No administrative, finance or other costs capitalised.
- All interest written off against revenue.

Results for the six months ended 30 September			
Unaudited figures	£000's	1995	1994
Investment property rents		12,192	11,098
Revenue profit before tax		7,526	6,562
Profit available to ordinary shareholders		5,441	4,681
Ordinary dividends		2,740	2,435

Copies of the full statement may be obtained from G. H. Cairnes Esq., Managing Director, PSIT plc, Fatcham Park House, Lower Road, Fatcham, Surrey, KT22 9HD.

The Financial Times plans to publish a Survey on

Franchising

on Tuesday, March 5th.

This survey will focus on areas such as research for potential franchisees, explores sources of funding available and highlights the specialist help available.

For more information, please contact

Lesley Sumner
Tel: +44 (0) 171 873 3308
Fax: +44 (0) 171 873 3064

FT Surveys

Notice to the Holders of

BRADFORD & BINGLEY BUILDING SOCIETY

(the "Issuer")

£100,000,000 Floating Rate Notes Due 1998

(the "Notes")

NOTICE IS HEREBY GIVEN that, pursuant to condition 5(c) of the Terms and Conditions of the Notes, the Issuer will, at the option of any holder of Note(s) (a "Noteholder"), redeem any Note held by such Noteholder on 15th April, 1996 at its principal amount. Following the redemption of any such Note(s), all unexercised Coupons pertaining thereto (whether or not attached) shall become void and no payment shall be made in respect thereof. To exercise such option, a Noteholder must deposit the Note(s) to the specified office of any Paying Agent at any time in the period from and including 15th February, 1996 to and including 1st March, 1996. Any Note so deposited may not be withdrawn without the prior written consent of the Issuer. Payment of the interest due on 15th April, 1996 in respect of each Note so deposited will be made against presentation and surrender of Coupon No. R40 representing thereto at the specified office of any of the Paying Agents on or after 15th April, 1996 in accordance with the Terms and Conditions of the Note(s).

Any Noteholder surrendering Note(s) as aforesaid shall continue (subject to the above) to have the right of a Noteholder in respect of such Note(s) from the date of surrender until their redemption.

Principal Paying Agent
Hambros Bank Limited
41 Tower Hill
London EC3N 4HA

Other Paying Agents
Kredietbank S.A., Luxembourg.
43 Boulevard Royal
L-2953 Luxembourg

Morgan Guaranty Trust Company of New York
Avenue des Arts 35
B-1040 Brussels

Issued by
BRADFORD & BINGLEY BUILDING SOCIETY

Dated: 12th January, 1996

سكنا من الاصل

US feed grain estimates expected to be cut further

By Laurie Morse in Chicago

Grain traders are expecting the US Department of Agriculture to reduce further its estimate of last season's US maize and soybean production when it releases its final feedgrains crop estimate for 1995 next week. The crop report, initially scheduled for release yesterday, has been delayed until Tuesday morning because of the snowstorm that shut down Washington this week.

maize production at 7.374bn bushels, and end-of-year carry-over stocks at 617m. Soy production was estimated at 2.185bn bushels, with ending stocks at 255m bushels. Analysts are expecting maize production to drop to about 7.383bn bushels in Tuesday's report, and soy production to 2.176bn.

figures, the carry-over won't increase. Although maize and soybean prices are near 15-year highs, US hog and cattle counts released last month show that livestock producers are not yet responding to higher grain prices by culling herds - a rationing process grain traders say is necessary to balance this year's tight supply and demand situation.

Pakistan faces dilemma over farm taxation

Aid donors want an end to agriculture's privileged treatment, writes Farhan Bokhari

Pakistan is under pressure from its international donors to tax the politically powerful landowners who remain exempted from income taxes. They are worried about a worsening resource crunch caused by increasing expenditure on servicing the national debt and maintaining a large defence force.

new move to improve the government's embarrassingly low collections during the tax's first year of enforcement, from July 1994 to June 95. During those 12 months, only Rs2.5m was collected. That included a sum of Rs300,000 from prime minister Benazir Bhutto's

nessmen, industrialists and urban-based intellectuals who say that such a move is essential to establish the principle of equity for all wealth-generating groups. Concerns also continue over the ways in which taxes are evaded by many businessmen who also own agricultural land.

According to some estimates, over two-thirds of the members of parliament in Islamabad and at the legislatures of the country's four provinces, represent rich feudal landowners, who in the past, have tried to block moves towards more taxation for the agricultural sector.

While the government wants to increase the wealth tax, there is little that it can do to impose an income tax on the farming sector. Under Pakistan's constitution of 1973, only the four provinces, where landowners have stronger influence than in Islamabad, are allowed to introduce such an income tax. And it is not clear if the provinces are ready to make such changes in the near future to help the central government to improve its revenues.

It is estimated that two-thirds of the members of the federal and provincial legislatures represent rich feudal landowners

home province of Sindh, which ranks second to the Punjab among Pakistan's four provinces in terms of its total agricultural production.

Mr V.A. Jafary, the prime minister's adviser on finance, who negotiated the recent agreement with the IMF, refuses to confirm Pakistan's acceptance of the increase in the wealth tax, but says: "I cannot tell you who is in the agreement but international institutions for long have favoured taxation on the agriculture sector."

Mr Fasihuddin, a former chief economist of the government's national planning commission in Islamabad says: "The issue is not whether tax should apply on agriculture or industry, but that if someone is getting an income which is the same as someone else who is paying tax, then that person ought to be taxed."

Mr Fasihuddin is convinced that the government is preparedness to take on the agricultural lobby while also paying in the rural areas such as municipal collections on movements of grain from one district to another. Finally, he argues that in a country where the urban taxation system is notorious for its corruption, the rural areas will be exposed to abuse by tax officials, once

Mexican coffee hit by freeze

A freeze has hit Mexico's coffee-growing states of Puebla and Veracruz, according to an official of the country's Confederation of Coffee Producers, reports Reuters from Mexico City.

Mr Moises Ceja said producers were unable to provide an accurate estimate of the damage. Initial reports were that 20-30 per cent of coffee trees were damaged by the cold. "We need to take the time to evaluate the damage. The effect, of course, is more pronounced during the next cycle [1996-1997] than the current one [1995-1996], but it will add to trouble we have had this year," he said.

Puebla and Veracruz are Mexico's second and third largest coffee-producing states. Jesus Pina Gonzalez, a member of the Association of Coffee Producers, said his coffee farm registered temperatures below freezing early on Thursday as well as early on Wednesday. "Our situation is very serious," he said. "Many of the leaves on my trees are brown and there is clear evidence of damage."

Russia's days as aluminium exporter 'may be numbered'

By Kenneth Gooding, Mining Correspondent

The international competitiveness of Russia's aluminium smelters is worsening, analysts suggest, and this could have a big impact on their future exports. "Russia's competitiveness has already worsened in the last few months. In the long run the entire Russian aluminium industry will become a last-gasp industry," suggests Mr Tony Bird of the Anthony Bird Associates consultancy.

find that rising costs force them out of world markets completely. Russia's days as an aluminium exporter could be numbered," he says in Bird's latest annual review of aluminium production costs. The CRU International consultancy also warns that "the average Russian aluminium smelter is making no profit and the higher cost smelters will be losing money. These include the two smelters in the Urals - Volgograd and Vokhov". However, the four big smelters in Siberia (Bratsk, Krasnoyarsk, Irkutsk and Sayansk) remain "marginally profitable" because they still have power tariffs that give them some competitive advantage

compared with western smelters. In its latest CIS Metals Review, CRU estimates that the weighted average operating cost at all Russian smelters is US\$1,580 a tonne. When taxes amounting to 17 per cent of turnover are added, "it becomes easier to believe that some smelters are losing up to \$500 a tonne on exports. They survive by paying their power bills late or in part, so the power suppliers are effectively financing loss-making smelters."

CRU says the main question for 1996 is whether the western trading organisations that have been supplying the Russian smelters with alumina (aluminium oxide), their essential raw material, and taking aluminium in return, will renew these tolling contracts. "The smelters would probably accept unprofitable contracts rather than reduce output drastically. But traders may find that there is no profit margin for them at current metal and transport prices."

again, "so the problem could correct itself after an interval". The Bird report suggests that operating costs in Russia in mid-1995 were US\$1,495 a tonne. That compared with average costs in the west of \$1,391. Bird shows Canada as the lowest-cost aluminium producer with production costs averaging \$1,120 a tonne, followed by Australia, \$1,154 and France, \$1,152. Aluminium Production Costs 1995: (four volumes) \$4,600 from Bird Associates, 183 Richmond Road, Kingston upon Thames, Surrey KT2 5DD, UK. CIS Metals Review (quarterly) \$550 a year from CRU, 40 Mount Pleasant, London W1L 0AE, UK.

Revival planned for Sydney gold futures

By Nikid Tait in Sydney

The Sydney Futures Exchange yesterday announced plans to trade gold, silver and copper futures contracts within the next three months, through its new electronic trading link to the Comex division of the New York Mercantile Exchange.

Nymex's Access and the SFE's System computerised trading systems. The SFE ran gold contracts in the 1970s and 1980s, but trading ground to halt in the late-1980s amid lacklustre prices. The reintroduction follows the recent upturn in gold prices, and also fits in with the SFE's plans to expand its range of commodity futures.

"Gold is a critical part of the SFE's plans to become a regional commodity trading centre. Australia has a long history in the mining, development and export of gold and a gold futures contract provides a natural price risk management mechanism to manage price moves," commented Mr Les Hosking, the SFE's chief executive.

COMMODITIES PRICES

BASE METALS

LONDON METAL EXCHANGE

(Prices from Antiquated Metal Trading)

ALUMINIUM, 99.7% PURITY (\$ per tonne)

Table with columns: Cash, 2 mths, 3 mths, 6 mths, 9 mths, 12 mths. Values range from 1632-34 to 1634-35.

ALUMINIUM ALLOY (\$ per tonne)

Table with columns: Cash, 2 mths, 3 mths, 6 mths, 9 mths, 12 mths. Values range from 1420-30 to 1420-35.

COPPER, special high grade (\$ per tonne)

Table with columns: Cash, 2 mths, 3 mths, 6 mths, 9 mths, 12 mths. Values range from 690-69.5 to 691-69.2.

NICKEL, 5% per tonne

Table with columns: Cash, 2 mths, 3 mths, 6 mths, 9 mths, 12 mths. Values range from 7670-80 to 7710-20.

ZINC, special high grade (\$ per tonne)

Table with columns: Cash, 2 mths, 3 mths, 6 mths, 9 mths, 12 mths. Values range from 6350-60 to 6350-65.

LEAD (\$ per tonne)

Table with columns: Cash, 2 mths, 3 mths, 6 mths, 9 mths, 12 mths. Values range from 690-69.5 to 691-69.2.

Precious Metals continued

GOLD COMEX (100 Troy oz; \$/troy oz)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 388.0 to 391.0.

PLATINUM NYMEX (50 Troy oz; \$/troy oz)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 418.0 to 424.0.

PALLADIUM NYMEX (100 Troy oz; \$/troy oz)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 121.0 to 124.0.

SILVER COMEX (5,000 Troy oz; \$/troy oz)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 568.0 to 572.0.

CRUDE OIL NYMEX (42,000 US gal; \$/barrel)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 18.70 to 19.10.

CRUDE OIL CFE (€/barrel)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 17.80 to 18.20.

HEATING OIL NYMEX (42,000 US gal; \$/barrel)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 17.80 to 18.20.

GAS OIL NYMEX (10,000 metric tons; \$/tonne)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 55.00 to 55.50.

NATURAL GAS NYMEX (10,000 metric tons; \$/tonne)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 2.40 to 2.50.

UNLEADED GASOLINE NYMEX (42,000 US gal; \$/barrel)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 1.40 to 1.50.

GRAINS AND OIL SEEDS

WHEAT LCE (\$ per tonne)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 121.0 to 124.0.

WHEAT CBOT (\$/bushel; c/metric ton)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 49.00 to 50.00.

MAIZE CBOT (\$/bushel; c/metric ton)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 37.50 to 38.00.

BARLEY LCE (\$ per tonne)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 114.00 to 115.00.

SOYABEANS CBOT (\$/bushel; c/metric ton)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 72.50 to 73.00.

SOYABEAN MEAL CBOT (100 tons; \$/tonne)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 252.0 to 253.0.

SOYABEAN OIL CBOT (\$/bushel; c/metric ton)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 23.80 to 24.00.

POTATOES LCE (€/tonne)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 20.00 to 21.00.

PREMIUM (SWEET) LCE (\$/index point)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 1520 to 1530.

FUTURES DATA

All futures data supplied by CME.

Wool: The second half of the Australian wool season opened at Glasgow with the main market indicator at exactly the same level as at the close before Christmas, 912 cents. A gain of only one cent next day was followed by a rise of 10 cents to 922 cents at the close on this week. Wool in other markets also saw little change in price, but the tendency was mostly down. Currency factors helped to add to the gloom for sterling buyers. There was little mention of China, the major buyer of wool in the world, as the major buyer of wool in the world, as the major buyer of wool in the world.

SOFTS

COFFEE LCE (€/tonne)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (50,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (100,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (200,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (400,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (800,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (1,600,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (3,200,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (6,400,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (12,800,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (25,600,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (51,200,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (102,400,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (204,800,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (409,600,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (819,200,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (1,638,400,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (3,276,800,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (6,553,600,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (13,107,200,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (26,214,400,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (52,428,800,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (104,857,600,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (209,715,200,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

MEAT AND LIVESTOCK

LIVE CATTLE CME (40,000 lbs; cents/lb)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 65.25 to 65.50.

LIVE HOGS CME (40,000 lbs; cents/lb)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 46.75 to 47.00.

PORK BELLIERS CME (40,000 lbs; cents/lb)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 55.95 to 56.20.

COFFEE NYMEX (50,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (100,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (200,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (400,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (800,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (1,600,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (3,200,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (6,400,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (12,800,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (25,600,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (51,200,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 125.00 to 126.00.

COFFEE NYMEX (102,400,000 lbs; \$/cwt)

Table with columns: Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Total. Values range from 1

INTERNATIONAL CAPITAL MARKETS

Europe continues to lead the way despite rebound in US

By Lisa Branstetter in New York and Martin Brice and Richard Lapper in London

The US market yesterday recovered some of the ground it has lost this week, but at the London close European markets had again outperformed, continuing the recent trend.

Amid continuing wrangles over the US budget, there are increasing expectations that German bonds will soon be trading at a premium to the US market for the first time for more than six months.

GOVERNMENT BONDS

US Treasury prices rebounded from two days of sharp losses yesterday as some investors bought up bonds at lower prices. Traders said, however, that Treasuries were likely to keep within a tight range of their levels of late Tuesday because of uncertainty about fiscal policy, and because bullishness in the German bond market was causing some flows out of Treasuries.

at 109 1/2 to yield 6.155 per cent, while at the short end the two-year note was 1/8 stronger at 100 1/2, yielding 5.198 per cent.

The yield on the long bond had risen more than 2 basis points since the start of the year amid fears that President Bill Clinton and Republican Congressional leaders would

GOVERNMENT BONDS

not strike a deal to balance the federal budget. In addition to causing uncertainty about fiscal policy, the stalemate over the budget also led to a partial closure of the government that stopped the flow of official economic data.

Mr John Spinnello, a government securities strategist at Merrill Lynch, said that the lack of economic data may have kept some investors out of the market, but he did not think it had a large overall effect on prices.

He said there had been some buying of Treasuries following

Wednesday's sell-off, but that as trading opened in New York some investors were using the price increases as selling opportunities so bonds would probably remain range-bound through the day.

There was some talk on the market of investors selling Treasuries in order to purchase bonds. Mr Leslie Naberger, chief fixed-income officer at Massachusetts Financial Services, the US mutual fund company, said that MFS shifted between 5 and 8 per cent of its Global Government Bond Fund into bonds late last year.

He said he might continue to shift assets from the US to Europe because the US market appeared vulnerable to more uncertainty over fiscal policy and because Treasury borrowing was once again approaching the debt ceiling, provoking renewed fears about a possible default.

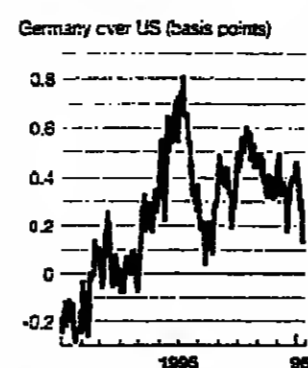
German government bonds continued their strong performance and the yield spread over Treasuries in the 10-year sector narrowed from 13 basis

points to 9. Economic data showed that gross domestic product rose by a real 1.9 per cent from a year earlier, against 2.9 per cent growth in 1994, according to preliminary figures from the Federal Statistics Office.

Mr David Brown, chief European economist at Bear Stearns, said: "Germany is now technically in recession but the market has only recently woken up to the grim reality." He said 10-year bond yields would soon be trading through Treasuries, perhaps by between 25 and 50 basis points. "It should come as no shock, but par will be an extremely strong resistance point. There is scope at the long end for bond outperformance because a balanced budget deal and more rate cuts are already well advanced over the next month or so, with the US 10-year yield spread over Germany moving up to 40 basis points.

Mr Tim Knowles, who manages bond portfolios for Fleming Investment Management, reduced exposure to US Treasuries and increased exposure

Yield spread



Source: FT Intel

day's closing level of 5.94 per cent.

Mr John Hall, head of European economic research at SBC Warburg, expects a negative spread over the next month or so, with the US 10-year yield spread over Germany moving up to 40 basis points.

Mr Tim Knowles, who manages bond portfolios for Fleming Investment Management, reduced exposure to US Treasuries and increased exposure

to the German and Dutch bond markets in November and is maintaining these positions on expectation of further European outperformance.

The yield on benchmark two-year paper tightened in by 7 basis points and that on 10-year paper was unchanged, with the spread between the two maturities widening from 231 basis points to 238. On Life the March 10-year bond future closed at 100.02, up 0.06 on the day.

UK government bonds ended the day largely unchanged, with some traders reporting some switching from 10-year gilts to bunds. On Life the March long gilt future closed at 104 1/2, up 1/2.

The 10-year yield spread over Germany widened from 185 basis points to 170 points. The yield on benchmark two-year gilts fell by 4 basis points and that in the 10-year sector by 2, with the spread between the two maturities at 104 basis points.

Late in the session there was talk of strong figures in the

CBI distributive trades survey, due out today, but analysts believe political uncertainty will outweigh economic data for the rest of the year.

High-yielding markets benefited from the European rise. News of the resignation of Mr Lamberto Dini, the Italian prime minister, came too late to affect the market, which had experienced a particularly volatile day.

On Life the March contract closed up 0.14 at 109.86. The spread over Germany in the 10-year sector tightened slightly in from 468 basis points to 466. The yield spread over Germany on Swedish 10-year bonds moved from 355 basis points to 233 points, and on Spanish bonds from 356 to 358.

The French market initially lost ground amid disappointment over the Bank of France's inaction on interest rates. At Matif the March 10-year future settled at 120.98, down 0.14, but later recovered in Globex trading.

Lending to developing world 'shows increase'

By Richard Lapper

Bankers from the developed world increased their lending to developing countries in the first half of last year compared with the same period of 1994, according to figures released today by the Bank for International Settlements (BIS).

Outstanding claims of banks reporting to the BIS (from the Group of Ten plus seven other developed countries) on the developing countries increased by \$25.5bn, compared with a rise of \$19.9bn in the same period of the previous year. The report noted that banks' short term claims - up to one year - rose as a percentage of total claims on developing countries, reflecting the growth of trade finance, increased reliance on local banking systems to channel funds, and continuing caution on the part of creditor banks.

The pattern of lending to developing countries varied sharply between regions, with consolidated claims on borrowers in Latin America falling by \$4.2bn, compared with a rise of \$3.8bn in the first half of 1994.

Outstanding claims on borrowers in Asia rose by \$33.7bn in the first six months, compared with a rise of \$15.6bn in the same period of 1994. Claims on eastern Europe rose by \$3bn, having fallen by \$3.8bn in the first half of 1994.

The report said it was "too early to say" whether the Mexican crisis had led to reorientation of lending away from Latin America, although there was "definite evidence" of greater lender selectivity in the granting of new loans.

The report said that greater dependence on short-term capital had entailed a more frequent reassessment of existing commitments by creditor banks.

Canadian issues maintain momentum

By Conner Middelmann

The eurobond market took a breather yesterday as issuance slowed from recent heavy volumes, but the Canadian dollar sector remained busy, absorbing, among others, a C\$1.25bn 10-year global bond for the Province of Ontario.

The bonds met with good demand from institutional investors around the world, especially in Europe, where more than 30 per cent of the deal was placed.

"We were pleasantly surprised to see demand to sell about C\$250m into Europe but placed just over C\$400m, well beyond our expectations," said Mr Gadi Nayman, director of finance at the Ontario Financing Authority.

Yesterday's issue will go

towards Ontario's C\$1.4bn borrowing requirement for 1996-97. Of that, C\$8bn will go towards financing the budget deficit and C\$6bn will pay for bond redemptions. That contrasts with a C\$10.6bn borrowing requirement last year, which

INTERNATIONAL BONDS

consisted of C\$8.7bn in deficit financing and C\$1.9bn in redemption payments.

Ontario's bonds were priced to yield 30 basis points over Canadian government bonds, which was widely deemed as fair, especially compared with the recent slew of tightly-priced, arbitrage-driven deals.

According to one trader, "there are two types of Cana-

dian dollar issuers these days: Canadian names like Ontario or Saskatchewan, who do unswapped deals and can offer attractive pricing, or classic frequent eurobond borrowers doing swapped deals that are extremely tightly priced - often well through the government curve."

This is because swap spreads in the Canadian dollar market are extremely tight, he says: the three-year swap spread stood at a mere 2 basis points over government bonds yesterday, while the five-year spread was at 8 basis points over Canadian government bonds. The Nordic Investment Bank was an example of the latter type of issuer: it launched C\$100m of five-year bonds priced to yield flat on government bonds, and the spread widened out by several basis

points after the bonds were freed to trade.

Still, lead manager Toronto Dominion Bank was confident the bonds would get placed with European retail investors, who will see heavy redemptions this year. After C\$7.2bn of redemptions last year, 1996 will see some C\$1.7bn of maturing bonds - a monthly average of C\$1.4bn.

Also driving Canadian dollar issuance has been the currency's recent strength and the Canadian government bond market's outperformance of US Treasuries, dealers said.

European General Motors Acceptance issued \$200m of three-year bonds priced to yield 33 basis points over Treasuries. Lead manager UBS said the deal saw good demand from Swiss and German retail

NEW INTERNATIONAL BOND ISSUES

Table with columns: Borrower, Amount, Coupon, Price, Maturity, Fee, Spread, Book runner. Lists various international bond issues from D-MARKS, LUXEMBOURG FRANCS, AUSTRALIAN DOLLARS, CANADIAN DOLLARS, PESETAS, SOUTH AFRICAN RAND, HONGKONG DOLLARS.

Final terms, non-callable unless stated. Yield spread (over relevant government bond) as shown at launch supplied by lead manager. All coupon dates are in local time. All coupon dates are in local time. All coupon dates are in local time.

investors for its outright yield pick-up over other recent paper, although the yield spread widened out slightly. After Austria's successful DM2bn offering this week, the D-Mark sector is to see more 10-year supply with a DM1bn eurobond for L-Bank via CSFB and Deutsche Morgan Grenfell

next week. Far Eastern investors, which were keen buyers of D-Mark paper this week, are expected to underpin L-Bank's offering, dealers said.

WORLD BOND PRICES

BENCHMARK GOVERNMENT BONDS

Table with columns: Country, Coupon, Bid, Ask, Price, Yield, Week ago, Month ago. Lists benchmark government bonds for Australia, Austria, Belgium, Canada, Denmark, France, Germany, Italy, Japan, Netherlands, Portugal, Spain, Sweden, UK, US Treasury, and ECU.

London trading. "New York market... Source: AMG International

US INTEREST RATES

Table with columns: Rate, Bid, Ask, Price, Yield. Lists US interest rates for Treasury Bills and Bond Yields.

BOND FUTURES AND OPTIONS

France

NOTIONAL FRENCH BOND FUTURES (MATIF) FF500,000

Table with columns: Open, Settle, Price, Change, High, Low, Est. vol., Open Int. Lists French bond futures and options.

Germany

NOTIONAL GERMAN BOND FUTURES (LIFFE) DM250,000 100ths of 100%

Table with columns: Open, Settle, Price, Change, High, Low, Est. vol., Open Int. Lists German bond futures and options.

UK Gilts Prices

Table with columns: Note, Yield, Bid, Ask, Price, Change, High, Low. Lists UK Gilts prices.

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BUND FUTURES OPTIONS (LIFFE) DM250,000 points of 100%

Table with columns: Strike, Price, Bid, Ask, Change, High, Low, Est. vol., Open Int. Lists Bund futures and options.

Italy

NOTIONAL ITALIAN GOVT. BOND FUTURES (LIFFE) LIT200m 100ths of 100%

Table with columns: Open, Settle, Price, Change, High, Low, Est. vol., Open Int. Lists Italian bond futures and options.

Italy

ITALIAN GOVT. BOND (BTF) FUTURES OPTIONS (LIFFE) Lit200m 100ths of 100%

Table with columns: Strike, Price, Bid, Ask, Change, High, Low, Est. vol., Open Int. Lists Italian bond futures and options.

Spain

NOTIONAL SPANISH BOND FUTURES (MEFF)

Table with columns: Open, Settle, Price, Change, High, Low, Est. vol., Open Int. Lists Spanish bond futures and options.

UK

NOTIONAL UK GILT FUTURES (LIFFE) £50,000 32nds of 100%

Table with columns: Open, Settle, Price, Change, High, Low, Est. vol., Open Int. Lists UK Gilt futures and options.

UK

LONG GILT FUTURES OPTIONS (LIFFE) £50,000 64ths of 100%

Table with columns: Strike, Price, Bid, Ask, Change, High, Low, Est. vol., Open Int. Lists UK Gilt futures and options.

ECU

ECU BOND FUTURES (MATIF) ECU100,000

Table with columns: Open, Settle, Price, Change, High, Low, Est. vol., Open Int. Lists ECU bond futures and options.

US

US TREASURY BOND FUTURES (CBT) \$100,000 32nds of 100%

Table with columns: Open, Settle, Price, Change, High, Low, Est. vol., Open Int. Lists US Treasury bond futures and options.

Japan

NOTIONAL LONG TERM JAPANESE GOVT. BOND FUTURES (LIFFE) ¥100m 100ths of 100%

Table with columns: Open, Settle, Price, Change, High, Low, Est. vol., Open Int. Lists Japanese bond futures and options.

Other Fixed Interest

Table with columns: Note, Yield, Bid, Ask, Price, Change, High, Low. Lists other fixed interest instruments.

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FT-ACTUARIES FIXED INTEREST INDICES

Table with columns: Index, Jan 11, Jan 10, Day's change, % change, 10d, 20d, 30d, 60d, 90d, 1y, 2y, 3y, 4y, 5y, 6y, 7y, 8y, 9y, 10y. Lists fixed interest indices.

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CURRENCIES AND MONEY

MARKETS REPORT

Weak European growth theme gathers pace

By Philip Gawth

Foreign exchanges yesterday continued in their recent sedentary mode, but low level rumblings in both the US and Europe suggest this pattern may not persist for long. Lack of budgetary progress and nervous asset markets in the US are not providing a supportive backdrop for the dollar, yet there is widespread agreement that everybody will benefit from a stronger dollar, especially European economies where growth is being hampered by overvalued currencies.

In the short term, trading is also being inhibited by the absence of economic data releases in the US. This dampens trade in the bond market, which sometimes provides a lead for the dollar. It also puts increased focus on the budget process, which shows every sign of being a drawn out affair.

The dollar closed in London

at DM1.437, from DM1.4383. Against the yen it finished slightly lower at Y104.586, from Y104.94.

In Europe the French franc lost ground after comments from Mr Michel Barnier, the European Affairs Minister, suggesting a possible referendum on European issues. It closed at FF9.434 against the D-Mark, from FF9.428.

Interest rates were trimmed in some Scandinavian countries, with the Bank of Finland cutting its base rate to 4.5 per cent from 4.75 per cent, and the Danish central bank cutting the 14-day rate by 10 basis points to 4.5 per cent.

Sterling's little moved, finishing at DM2.2197, from DM2.2221, and at \$1.5447, from \$1.545.

Table with 3 columns: Jan 11, Last, Prev. close. Rows for £1, \$1, ¥1.

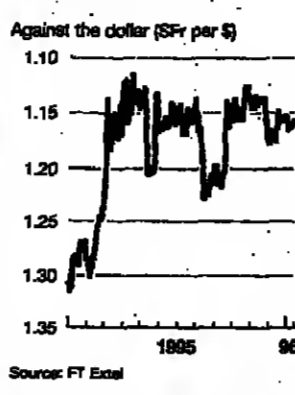
The action was focused more in the interest rate markets than foreign exchange, with German bond and interest rate futures gaining ground. As expected, German 1995 GDP figures showed growth slowing to 1.9 per cent, from 2.9 per cent in 1994.

For those who failed to discern the cause, and implications, of these figures, Mr Gensler Rexrodt, the German economics minister, spelled out the detail. Along with high wage deals and tax rises, he said the strong D-Mark had been a hindrance to growth.

He also made clear that stronger growth would be needed if Germany was to fulfil the convergence criteria in terms of the Maastricht treaty.

One country unconcerned about the Maastricht criteria is Britain. Mr William Waldegrave, Britain's chief secretary to the Treasury, restated the prime minister's position that "we would not be rejoining the ERM in this parliament."

Swiss Franc



Source: FT Intel

cal forces were preying on sterling. Given the government's thin majority, amid rumours of further possible defections, it is assumed that they will opt for economic policies that will improve their chances of survival. "In the face of a widening trade deficit, this would imply a greater tolerance for a weaker pound, and until real demand and output improve, the emphasis on lower interest rates will also likely remain," said Mr Fox.

Concerns about currency overvaluation in Europe have led some analysts to start wondering whether the time might not be approaching for co-ordinated intervention to, once again, boost the dollar. "A weak dollar would not be seen to be in anybody's interests," said one analyst.

So far the dollar has remained largely unperturbed by recent wobbles in US markets, especially in equity prices. The conventional wis-

dom is that a fall in US assets would be negative for the dollar, based on the reasoning that uncertainty about US asset prices could make Japanese investors nervous about buying bonds. So far, though, there has been little evidence of this effect.

Mr Philippe Jordan, senior president at Daiwa Securities in New York, said he doubted whether international economic policy co-ordination was enjoying much attention in Washington at the moment, with the Budget dominating the agenda.

He predicted that "all dollar relationships are going to be dominated by asset depreciation in the US, in equities in particular."

POUND SPOT FORWARD AGAINST THE POUND

Table with columns: Jan 11, Closing mid-point, Change on day, Bid/offer spread, Day's bid/offer high/low, One month rate, Three months rate, One year rate, Bank of England index.

DOLLAR SPOT FORWARD AGAINST THE DOLLAR

Table with columns: Jan 11, Closing mid-point, Change on day, Bid/offer spread, Day's bid/offer high/low, One month rate, Three months rate, One year rate, J.P. Morgan index.

OTHER CURRENCIES

Table with columns: Jan 11, Last, Prev. close. Rows for various currencies like Czech, Hong Kong, etc.

WORLD INTEREST RATES

Table with columns: MONEY RATES, January 11, One month, Three months, Six months, One year, Lomb. Inter., Dis. rate, Repo rate.

Table with columns: EURO CURRENCY INTEREST RATES, Jan 11, Short term, 7 days notice, One month, Three months, Six months, One year.

Table with columns: THREE MONTH EURO CURRENCY FUTURES (LFFE) DM1m points of 100%, Mar, Jun, Sep, Dec.

Table with columns: THREE MONTH EURO CURRENCY FUTURES (LFFE) \$1m points of 100%, Mar, Jun, Sep, Dec.

Table with columns: THREE MONTH EURO CURRENCY FUTURES (LFFE) £1m points of 100%, Mar, Jun, Sep, Dec.

Table with columns: THREE MONTH EURO CURRENCY FUTURES (LFFE) £1m points of 100%, Mar, Jun, Sep, Dec.

Table with columns: EURO CURRENCY OPTIONS (LFFE) DM100m points of 100%, Mar, Jun, Sep, Dec.

CROSS RATES AND DERIVATIVES

Table with columns: EXCHANGE CROSS RATES, Jan 11, Bid, Ask, DM, FF, etc.

Table with columns: D-MARK FUTURES (DM) DM 125,000 per DM, Mar, Jun, Sep.

Table with columns: SWISS FRANC FUTURES (DM) SF 125,000 per SF, Mar, Jun, Sep.

Table with columns: UK INTEREST RATES, LONDON MONEY RATES, Jan 11, Over-night, 7 days notice, etc.

Table with columns: THREE MONTH STERLING FUTURES (LFFE) £500,000 points of 100%, Mar, Jun, Sep, Dec.

Table with columns: SHORT STERLING FUTURES (LFFE) £500,000 points of 100%, Mar, Jun, Sep.

Table with columns: BASE LENDING RATES, Adam & Company, Allied Trust Bank, etc.

EMS EUROPEAN CURRENCY UNIT RATES

Table with columns: Jan 11, ECU rate, Rate against ECU, Change on day, % +/- from % week, Div. ind.

Table with columns: JAPANESE YEN FUTURES (MY) Yen 12.5 per Yen 100, Mar, Jun, Sep.

Table with columns: STERLING FUTURES (DM) £25,000 per £, Mar, Jun, Sep.

Table with columns: PHILADELPHIA SIX 6% OPTIONS (LFFE) \$21,250 (cents per pound), Mar, Jun, Sep.

Table with columns: THREE MONTH EURO DOLLAR (DM) \$1m points of 100%, Mar, Jun, Sep.

Table with columns: US TREASURY BILL FUTURES (DM) \$1m per 100%, Mar, Jun, Sep.

Table with columns: EURO CURRENCY OPTIONS (LFFE) DM1m points of 100%, Mar, Jun, Sep.

SOLVAY S.A. The Board of Directors of the Company has declared a dividend of SF 100 per share for payment on 15th January 1996.

CITY OF COPENHAGEN Floating Rate Note Dan 1996 Interest rate - 1.99%

Standard Chartered Standard Chartered PLC US\$300,000,000 Undated Primary Capital Floating Rate Notes (Series 4)

REPUBLIC OF NICARAGUA TELCOR International Tender The Government of Nicaragua, through its Committee for the Incorporation and Expansion of Public Telecommunications Services (The Committee), invites all interested companies and consortia to participate in the tender for the sale of a 49% interest in Empresa Nicaraguense de Telecomunicaciones (ENITEL).

ENVIRONMENTAL TRUSTS - Cont.

Table listing environmental trusts with columns for Name, Price, and % Change.

LEISURE & HOTELS - Cont.

Table listing leisure and hotels companies with columns for Name, Price, and % Change.

OTHER FINANCIAL - Cont.

Table listing other financial companies with columns for Name, Price, and % Change.

PROPERTY - Cont.

Table listing property companies with columns for Name, Price, and % Change.

SUPPORT SERVICES - Cont.

Table listing support services companies with columns for Name, Price, and % Change.

AIM - Cont.

Table listing AIM companies with columns for Name, Price, and % Change.

OTHER INVESTMENT TRUSTS

Table listing other investment trusts with columns for Name, Price, and % Change.

OIL EXPLORATION & PRODUCTION

Table listing oil exploration and production companies with columns for Name, Price, and % Change.

INVESTMENT COMPANIES

Table listing investment companies with columns for Name, Price, and % Change.

PHARMACEUTICALS

Table listing pharmaceutical companies with columns for Name, Price, and % Change.

RETAILERS, GENERAL

Table listing general retailers with columns for Name, Price, and % Change.

TELECOMMUNICATIONS

Table listing telecommunications companies with columns for Name, Price, and % Change.

AMERICANS

Table listing American companies with columns for Name, Price, and % Change.

CANADIANS

Table listing Canadian companies with columns for Name, Price, and % Change.

SOUTH AFRICANS

Table listing South African companies with columns for Name, Price, and % Change.

PHARMACEUTICALS - Cont.

Table listing pharmaceutical companies (continued) with columns for Name, Price, and % Change.

RETAILERS, GENERAL - Cont.

Table listing general retailers (continued) with columns for Name, Price, and % Change.

TOBACCO

Table listing tobacco companies with columns for Name, Price, and % Change.

TRANSPORT

Table listing transport companies with columns for Name, Price, and % Change.

WATER

Table listing water companies with columns for Name, Price, and % Change.

AIM

Table listing AIM companies (continued) with columns for Name, Price, and % Change.

LEISURE & HOTELS

Table listing leisure and hotels companies (continued) with columns for Name, Price, and % Change.

OTHER FINANCIAL

Table listing other financial companies (continued) with columns for Name, Price, and % Change.

PROPERTY

Table listing property companies (continued) with columns for Name, Price, and % Change.

SUPPORT SERVICES

Table listing support services companies (continued) with columns for Name, Price, and % Change.

PAPER, PACKAGING & PRINTING

Table listing paper, packaging and printing companies with columns for Name, Price, and % Change.

LIFE ASSURANCE

Table listing life assurance companies with columns for Name, Price, and % Change.

MEDIA

Table listing media companies with columns for Name, Price, and % Change.

PHARMACEUTICALS

Table listing pharmaceutical companies (repeated) with columns for Name, Price, and % Change.

RETAILERS, GENERAL

Table listing general retailers (repeated) with columns for Name, Price, and % Change.

TELECOMMUNICATIONS

Table listing telecommunications companies (repeated) with columns for Name, Price, and % Change.

AMERICANS

Table listing American companies (repeated) with columns for Name, Price, and % Change.

CANADIANS

Table listing Canadian companies (repeated) with columns for Name, Price, and % Change.

SOUTH AFRICANS

Table listing South African companies (repeated) with columns for Name, Price, and % Change.

GRANADA INCREASED AND FINAL OFFER FOR FORTE. Shareholder Helpline: 0171 490 5200. Staffed from 9am to 6pm 7 days a week.

GUIDE TO LONDON SHARE SERVICE

Prices for the London Share Service... Includes information on reporting, dividends, and company focus.

FT MANAGED FUNDS SERVICE

● FT Cityline Unit Trust Prices are available over the telephone. Call the FT Cityline Help Desk on (+44 171) 673 4373 for more details.

OFFSHORE AND OVERSEAS

BERMUDA (SIB RECOGNISED)

Table listing fund names and prices for Bermuda (SIB RECOGNISED) including Royal Bank of Canada O/S Fd Mgrs Ltd.

BERMUDA (REGULATED)**

Table listing fund names and prices for Bermuda (REGULATED)** including Royal Bank of Canada O/S Fd Mgrs Ltd.

GUERNSEY (SIB RECOGNISED)

Table listing fund names and prices for Guernsey (SIB RECOGNISED) including All Investment Managers (Guernsey) Ltd.

GUERNSEY (REGULATED)**

Table listing fund names and prices for Guernsey (REGULATED)** including All Investment Managers (Guernsey) Ltd.

GUERNSEY (REGULATED)**

Table listing fund names and prices for Guernsey (REGULATED)** including All Investment Managers (Guernsey) Ltd.

IRELAND (SIB RECOGNISED)

Table listing fund names and prices for Ireland (SIB RECOGNISED) including BT Fund Managers (Ireland) Ltd.

IRELAND (REGULATED)**

Table listing fund names and prices for Ireland (REGULATED)** including All Fund Management Ltd.

ISLE OF MAN (SIB RECOGNISED)

Table listing fund names and prices for Isle of Man (SIB RECOGNISED) including AXA Equity & Law Ltd.

ISLE OF MAN (REGULATED)**

Table listing fund names and prices for Isle of Man (REGULATED)** including AXA Equity & Law Ltd.

JERSEY (SIB RECOGNISED)

Table listing fund names and prices for Jersey (SIB RECOGNISED) including All Fund Managers (Jersey) Ltd.

JERSEY (REGULATED)**

Table listing fund names and prices for Jersey (REGULATED)** including All Fund Managers (Jersey) Ltd.

LUXEMBOURG (SIB RECOGNISED)

Table listing fund names and prices for Luxembourg (SIB RECOGNISED) including All Fund Managers (Luxembourg) Ltd.

LUXEMBOURG (REGULATED)**

Table listing fund names and prices for Luxembourg (REGULATED)** including All Fund Managers (Luxembourg) Ltd.

LUXEMBOURG (SIB RECOGNISED)

Table listing fund names and prices for Luxembourg (SIB RECOGNISED) including All Fund Managers (Luxembourg) Ltd.

LUXEMBOURG (REGULATED)**

Table listing fund names and prices for Luxembourg (REGULATED)** including All Fund Managers (Luxembourg) Ltd.

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LUXEMBOURG (SIB RECOGNISED)

Table listing fund names and prices for Luxembourg (SIB RECOGNISED) including All Fund Managers (Luxembourg) Ltd.

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Table listing fund names and prices for Luxembourg (REGULATED)** including All Fund Managers (Luxembourg) Ltd.

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LUXEMBOURG (REGULATED)**

Table listing fund names and prices for Luxembourg (REGULATED)** including All Fund Managers (Luxembourg) Ltd.

Handwritten note: مركز من الاصل

FT MANAGED FUNDS SERVICE

FT Cityline Unit Trust Prices are available over the telephone. Call the FT Cityline Help Desk on (+44 171) 873 4378 for more details.

Main table containing various fund listings with columns for fund name, price, and change. Includes sections for 'OTHER OFFSHORE FUNDS' and 'OFFSHORE INSURANCES'.

MANAGED FUNDS NOTES
Please see notes on pages 29 and 30...
1. The fund is a limited liability company...

LONDON STOCK EXCHANGE

MARKET REPORT

FT-SE 100 resilient in the face of US worries

By Steve Thompson, UK Stock Market Editor
Another tense trading session in UK equities closed with overall sentiment in London dented but not too severely damaged after the worrying overnight setback on Wall Street which reacted sharply to the deadlock over the US budget deficit.

Yesterday, the general feeling in London was that UK equities could well make progress at the start of trading this morning. If the Dow maintained its early progress, the FT-SE 100 Index settled 16.6 off at 3,654.9, extending the decline in the index over the past three days to 55.7 points.

The FT-SE Mid 250 index marginally underperformed the premier index, retreating 24.2 to 4,015.3, over the past three days the Mid index has fallen 64.8 points.

Wednesday, which saw the index drop around 100 points for the second time since the US budget deficit wrangle began to cause serious concern to investors, ensured a difficult opening throughout European equity markets.

The London market and there were suggestions after the close that domestic institutions had decided to put money into UK stocks to take advantage of the recent 60-point setback.

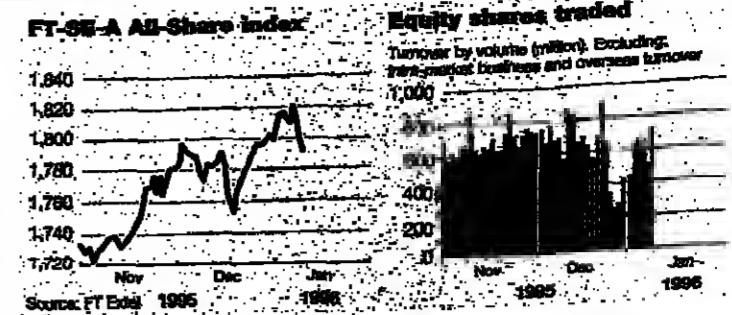


Table with 2 columns: Index and ratio. Rows include FT-SE 100 (3654.9), FT-SE Mid 250 (4015.3), FT-SE 350 (1816.8), FT-SE All-Share (1791.49), FT-SE All-Share yield (3.82), FT Ordinary Index (2720.9), FT-SE All-Share p/e (16.61), FT-SE 100 p/e (12.25), FT-SE 350 p/e (7.49), 10 y Gilt yield (4.48), Long gilts/yld ratio (2.06), and Best performing sectors (Retailers, Food, Leisure & Hotels, Diversified Industrials, Transport, Tobacco).

Arbs seek the next target

Now that the dust over the Forte-Granada battle seems to be settling, the hot money is moving on. Senior traders who track abnormal movements in trading volumes believe that arbitrageurs have taken their profits from Sir Rocco Forte's empire.

ment yesterday and the shares dropped 12 to 365p. Inchange improved 4 to 290 and Arjo was just a penny off at 180p. P&O jumped 12 to 487p.

ional investors now that the building society has announced plans to float. Big funds will be keen to get a weighting in a stock that UBS forecasts will boost the proportion of the Footsie's market value devoted to the bank sector by 3 percentage points.

reased by retailing companies yesterday did little to balm recent concerns about the outlook for the stores sector. Storehouse was the worst performer in the FT-SE Mid 250 Index, with the shares tumbling 20% to 300p/4 after analysts moved to downgrade their expectations on disappointing results for the current year.

than the £150m book value of the underlying assets. Persimmon, expected to call on shareholders for extra cash, fell 10 to 189p.

Table titled 'FUTURES AND OPTIONS' showing FT-SE 100 INDEX FUTURES (LFFE) and FT-SE 100 INDEX OPTION (LFFE) data for various months and prices.

Table titled 'MARKET REPORTERS' listing various market reports and their authors, such as 'London Recent Issues: Equities' by Alan Dineen and 'FT Gold Mines Index' by Alan Dineen.

Table titled 'TRADING VOLUMES' showing major stocks yesterday with columns for stock name, volume, closing price, and change.

Advertisement for 'The Kyrgyz Republic' featuring 'MAILU SUU ELECTRIC LAMP PLANT'. It describes the plant as one of the 10 major light bulb manufacturers in the former USSR and offers shares for sale.

Table titled 'LEGAL NOTICES' containing information about 'THE MORTGAGE CORPORATION GROUP LIMITED' and its registered office details.

Table titled 'FT-SE Actuarial Share Indices' showing performance data for various actuarial share indices from 1995 to 1996.

Advertisement for 'SHEUNG SHUI SLAUGHTERHOUSE' in Hong Kong. It describes the government's plan to construct a new slaughterhouse and offers a licence to operate the facility.

Table titled 'CONTRACTS & TENDERS' listing various construction and service contracts with details on value and dates.

Table titled 'Hourly movements' showing the FT-SE 100 index's performance in hourly intervals throughout the trading day.

Advertisement for 'BERKSHIRE COUNTY COUNCIL PENSION FUND'. It describes the fund as a management of an ethical/environmental portfolio and invites expressions of interest from investment management companies.

Table titled 'FT-SE Actuarial 350 Industry baskets' showing performance data for various industry baskets from 1995 to 1996.

Table titled 'Additional information on the FT-SE Actuarial Share Indices' providing further details on the data presented in the previous table.

Handwritten Arabic text: 'صكنا من الاصل'

WORLD STOCK MARKETS

Main table of world stock markets including sections for EUROPE, ASIA, PACIFIC, and other regional indices. Each section lists various stock indices and their performance metrics.

Advertisement for Rockwell, featuring the text: 'By meeting customer needs, Rockwell has become a world leader in components and systems for cars, trucks and trailers.' Includes the Rockwell logo and contact information.

INDICES section containing various regional and global index data, including columns for index name, date, and values.

US INDICES section containing data for major US stock indices such as the Dow Jones, S&P 500, and NASDAQ.

AUSTRALIA (Jan 11 / Aust) section containing stock market data for Australia, including various local indices and company shares.

NEW ZEALAND (Jan 11 / NZ) section containing stock market data for New Zealand.

AFRICA (Jan 11 / Rand) section containing stock market data for African markets, including South Africa and other regional indices.

Bottom section containing various market news, reports, and company announcements, including mentions of FT FREE ANNUAL REPORTS SERVICE.

4 pm close January 11

NEW YORK STOCK EXCHANGE COMPOSITE PRICES

Main table containing stock prices for various companies, organized into columns with headers like 'NEW YORK STOCK EXCHANGE', 'NASDAQ', and 'AMERICAN STOCK EXCHANGE'. Includes sub-sections for 'COMPOSITE PRICES', 'INDEXES', and 'MARKET SUMMARY'.

BE OUR GUEST. CONRAD INTERNATIONAL. When you stay with us in BRUSSELS stay in touch - with your complimentary copy of the FINANCIAL TIMES.

سكرا من الاصل

Continued on next page

NYSE COMPOSITE PRICES

Table of NYSE Composite Prices listing various stocks with columns for stock name, price, and change. Includes sub-sections for 'Continued from previous page', 'A-Z', and 'X-Y-Z'.

NASDAQ NATIONAL MARKET

Table of NASDAQ National Market listing various stocks with columns for stock name, price, and change. Includes sub-sections for 'A-Z', 'X-Y-Z', and 'Continued from previous page'.

AMEX COMPOSITE PRICES

Table of AMEX Composite Prices listing various stocks with columns for stock name, price, and change.

Advertisement for 'France' featuring the slogan 'Have your FT hand delivered in France' and listing delivery locations: Aix en Provence, Bordeaux, Cannes, Ferney Voltaire, Grenoble, Lyon, Marseille, Metz, Monaco, Nancy, Nice, Paris, Strasbourg, and Toulouse.

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Financial Times. World Business Newspaper.

AMERICA

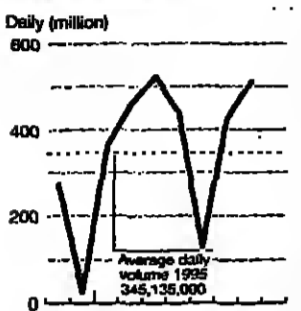
Bonds, high-tech demand help spur Dow

Wall Street

Gains in the bond market and renewed interest in technology companies helped shares recover from two days of sharp losses in midday trading.

At 1 pm the Dow Jones Industrial Average, which had fallen 164 points in the previous two sessions, was up 23.12 to 5,056.06.

Nasdaq volume



which has a 40 per cent weighting in technology companies, gained 15.35 at 1,005.56, reversing some of the 42 points it had fallen on Tuesday and Wednesday.

Mexico tracks US

Mexican equities tracked the performance of Wall Street and by midsession the IPC index was up 20.45 at 2,994.70, but down from an earlier high of 3,003.89.

S African golds at year's high

Johannesburg's gold shares shot up to a 12-month high on the back of a firmer bullion price, while industrials spent much of the session struggling to make up early losses.

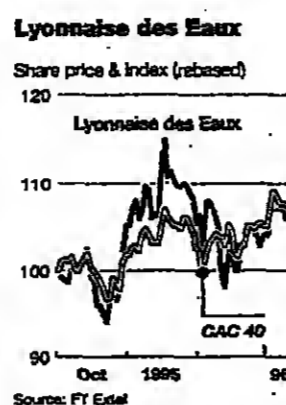
FT/SE ACTUARIES WORLD INDICES

Table with columns for National and Regional Markets, US Dollar, and various indices for 1995 and 1996. Includes sub-sections for Americas, Europe, Asia Pacific, and Africa.

EUROPE

Paris troubled as bourses recover early losses

Continental European markets recovered from opening losses and generally tracked the afternoon rise on Wall Street.



PARIS was a case in point, but the market was troubled by further evidence that companies were having difficulty in meeting analysts' projections for 1995.

ASIA PACIFIC

Weak technology sector leaves Nikkei 1.1% lower

The overnight plunge on Wall Street weighed on high-tech and financial stocks and the Nikkei average closed 1.1 per cent down.

Roundup

Sharp early losses were erased in HONG KONG and the market closed 1.2 per cent higher. Foreign funds reappeared as bargain hunters after Wall Street's overnight plunge prompted a reassessment of Asian markets.

mostly in cyclical, although the blue chip leader Hoechst, up another DM5.50 at DM13, got there partly because of the reduced contribution that bulk chemicals are expected to make to its earnings in future.

FT-SE Actuaries Share Indices

Table showing FT-SE Actuaries Share Indices for various countries and dates, including US, UK, Germany, France, and Japan.

seen good prospects for snow tyre sales after the early onset of extreme weather conditions this winter. However, they were less enthusiastic about the outlook for Douglas, the specialty retailer, and the shares dropped DM2.05 or 4.1 per cent to DM48.10.

casas, losing 6 cents to \$3.55. SINGAPORE rebounded from morning weakness as London and European funds bought blue chips.

Volume was moderate, with 3.5bn shares worth 2bn pesos changing hands. Mining issues led the recovery as investors bought gold producers following the increase in the price of bullion on the world market.

PAN - HOLDING Société Anonyme - Luxembourg. NOTICE OF EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS. The shareholders of PAN-HOLDING S.A. are invited to attend the EXTRAORDINARY GENERAL MEETING which will be held at the registered office of the Company, 7, Place du Théâtre, Luxembourg, at 3.00 o'clock p.m., on February 2, 1996.

Cariton Communications Plc Exchangeable Capital Securities and Bearer Securities. Cariton Communications Plc ("Cariton") published its annual results for the year ended 30th September 1995 on 11th January 1996.

Standard Chartered Standard Chartered PLC US\$400,000,000 Undated Primary Capital Floating Rate Notes. In accordance with the provisions of the Notes, notice is hereby given that for the Interest Determination period from 12th January 1996 to 12th July 1996 the Notes will carry interest at the rate of 5.5625 per cent per annum.

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